

March 2019

ONCOURSE

OFFICIAL PUBLICATION OF THE
ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION



The Evolution of James A. Wyllie

ALSO IN THIS ISSUE:

2019 OGCMC Recap

**Bill 148: Now You See It, Now You Don't
Designing for Enhanced Sustainability**

CANADA POST PUBLICATIONS MAIL
PUBLICATIONS AGREEMENT No. 40027105

Postmaster: Please return undeliverable copies to
The OGSA, 328 Victoria Rd. S., Guelph, ON N1L 0H2

TOGETHER WE TURF.

We all need someone to count on when resources stretch thin or pressure builds. Often, the difference between a tough season and a rewarding one is a second set of eyes – especially when they come with an open mind, a passion for turf and a deep knowledge of its science and solutions.

It's what we bring to our partnerships, and it's how we help move the industry forward.

Always listening, evaluating and growing. **Together.**



PRESIDENT'S MESSAGE



By Jason Boyce
OGSA President

It is hard to believe that it has only been a little over six years since Phil Scully reached out and asked if I would be interested in sitting as an OGSA Director. I did not have to think too long about my answer, and I cannot thank him enough for the opportunity he has given me. My tenure as a director has now rewarded me with the title "President", but we have had a lot of great people, who have served with me, leave the board early and not receive such recognition for their service: Scott White; David Kuypers; Andrew Lombardo; Rod Speake; Chad Vibert. We have been very fortunate to fill these vacancies with a great group of individuals who are currently working hard to serve you, our members, and advance our profession.

Participating on the board while living and working in eastern Ontario has presented some challenges, but the benefits gained have far outweighed the effort and like most things, the more you put into something, the more you will get out of it.

Becoming involved in the inner workings of the OGSA and attending golf events and conferences has greatly expanded my network and I've enjoyed connecting with more of our members, listening to and discussing the challenges that face us all - whether it's turf related, struggles with staffing or negotiating a work-life balance. I hope these experiences have made me a better superintendent and manager, but I too am a work in progress and there is always something more to learn. Speaking personally, I did not have my best year in 2018 and this was largely my own fault. At times, I tend to be too hands on, and I don't delegate enough to my very capable staff. Although some of these issues were out of my control, I did not leave enough room on my plate to take on those unforeseen situations. I paid for it, my employer and my employees paid for it, and my family paid for it.

I hope you have taken the time to rest, reflect on the past year or two and reorganize for the year ahead. Take a few moments to see how you can assign a few more jobs to your key staff. Giving a staff member a new challenge will allow them to grow as professionals and feel more involved. At the same time, it should give you the opportunity to offer support while you focus on other important initiatives, or even reduce stress during the busy season - increasing job satisfaction for everyone. Not only do I like this quote by Richard Branson, "Train people well enough so they can leave, treat them well enough so they don't want to" but I intend to keep reminding myself of it.

Let's face it, change is hard. Every year, I continue to struggle with the work-life balance that so many of us are talking about, but this year I have promised myself to book days off in my calendar to give myself an opportunity to recharge. I have made a list of jobs that I will delegate to my key staff and give them a greater opportunity to expand their skills, and me the opportunity to support them. It's a small start, but it is a start.

What is your start?

Let's have a great 2019. ■

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

BAYCO
Grass



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:



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



Brands You Know From People You Trust



target-specialty.ca |     

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

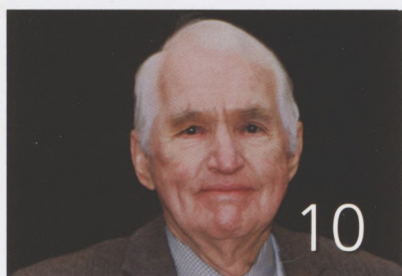
Jason MacRae

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

INSIDE THIS ISSUE



ON THE COVER

James A. Wyllie at Bayview G & CC, 1982.
Photo courtesy of J. Wyllie.

Features

- 10 **Member Profile**
James A. Wyllie
- 14 **2019 OGCM Conference**
- 18 **OGSA Awards Lunch**
- 20 **Architect Panel**
Designing for Enhanced Sustainability
- 22 **Bill 148**
Now You See It, Now You Don't

Regular Contributors

- 24 **Looking Back**
- 26 **Off the Fairway**
- 30 **Turf or Consequences**

Departments

- 3 **President's Message**
- 7 **Editorial Message**
- 9 **What's New**
- 28 **Member Moments:**
Sam DiPinto

ONCOURSE EDITORIAL COMMITTEE

Andrew Hardy, Kendra Kiss, Ryan Marangoni,
Sally Ross, Al Schwemler, Courtney White.

INDEX OF ADVERTISERS

AQUATROLS www.aquatrols.com	25
BANNERMAN www.sportsturfmagic.com	13
BAYER www.bayeres.ca	29
BRAEMAR BUILDING SYSTEMS www.braemarbuildings.com	9
BRETTYOUNG www.brettyoung.ca	2
JOHN DEERE www.JohnDeere.ca/GOLF	27
FMC www.fmcprosolutions.com	31
ONTARIO SEED COMPANY www.oscturf.com	3
P.D. SOLUTIONS www.pdsolutions.ca	12
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	4
ZANDER SOD CO. LIMITED www.zandersod.com	21

ONCOURSE 2019

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.

STAYING POWER

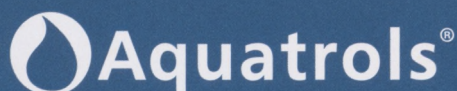


The quality soil surfactant combining long-term strength and application flexibility

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

EDITORIAL MESSAGE



By Courtney White,
OGSA

I don't know about you, but I love the beginning of a new year; out with the old and in with new! We spend January and February planning ambitious resolutions fueled by good intentions and a healthy dose of optimism. On beautiful winter days, we embrace the snowy season and recommit to a bright future with healthy habits, and our plans to become more effective at work. (Which will clearly lead to a better lifestyle, complete with a new hobby...perhaps this is the year that some of us will master smart home technology). Sometimes our plans are deterred by the short chilly winter days we decide that hibernating until spring is a much better plan than venturing out to see our resolutions through!

But, if you were one of the hundreds of individuals who joined us at the Ontario Golf Course Management Conference held at Blue Mountain, then your wintery path to a great 2019 began with education, topping up your IPM points, networking with longtime colleagues, meeting new people and collecting sage advice to take back to your club for the new season. You listened to experts discuss a number of topics from beekeeping to managing putting greens in extreme weather to honing your leadership skills.

This issue of ONCourse is a nice conference review for those who joined us, a memento for those who were celebrated and hopefully an informative issue for those who couldn't attend. Inside, we've recapped the popular architect's panel discussion and included a guide to the new employment standards in Ontario. Chris Cummings talks about taking inventory, and Doug Breen's tech-peasant musings doesn't disappoint. We also take time to celebrate one of our industry greats, James A. Wyllie and reflect

on the recent loss of our long time OGSA member, Sam DiPinto, written by his grandson, Denver Hart.

On behalf of the entire ONCourse committee and our volunteer writers - we hope you enjoy this issue! ■

MARK YOUR CALENDARS UPCOMING 2019 OGSA TOURNAMENTS

Can/Am Challenge

Essex G&CC
May 6

Pro/Super Challenge

Summit GC
June 3

Assistants' Tournament

Kings Forest GC
September 12



LYNX® 6.5 CENTRAL CONTROL

All your Irrigation Information at your Fingertips



New Lynx 6.5 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



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

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

WHAT'S NEW

By Sally Ross, OGSA Executive Director.
Photos by Meg Matera Photography.

Board of Directors



(L-R) OGSA 2019 Board of Directors: vice president, Tim Muys; Ryan Scott; secretary/treasurer, Al Schwemler; immediate past president, Cory Janzen; Mike Pellerin; executive director, Sally Ross; Owen Russell; president, Jason Boyce; Ian McQueen; Jessica Aytoun.



(L-R) Immediate past president, Cory Janzen presents Mark Prieur with his gavel holder.



(L-R) Cory Janzen hands Jason Boyce the president's gavel.

The OGSA Annual General Meeting took place on Wednesday, January 16, 2019 at the Village Conference Centre in Blue Mountain. The 2019 Board of Directors was elected, and the Association welcomed newest Director Jessica Aytoun from Sutton Creek Golf Club. Annual Reports and 2017/18 audited financial statements were presented, and a change in the OGSA by-laws was voted upon and adopted. All reports are available by logging in to our website and clicking on the Association Reports tab.

Membership Directory

We will be starting 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 your member profiles.

Conference 2019

We recently wrapped up our conference in Blue Mountain. Initial feedback has been very good. Networking opportunities were outstanding, and reviews of the speaker program and facilities were very positive. We are negotiating with various facilities for Conference 2020.

March Board Meetings

The Board of Directors met on March 6 & 7 for the spring planning meeting to welcome new directors, appoint committees and set goals and strategies for the upcoming year.

Staffing Changes

The OGSA would like to thank Laura Clayton for her years of service to the association as our bookkeeper. Laura is set to retire at the end of March and will be missed.

WELCOME to Our New Members

Kevin Inglehart Hawk Ridge G&CC	Class A	Dustin Prosser St. George's G & CC	Class C
Scott Powers University of Guelph	Class S	Jerry Knight Mississauga G&CC	Class F
Bradley Phillips Donalda Club	Class C	Adam Manwarren FMC Corporation	Class E
Matt Bristo Chesley Lake Camp GC	Class F	Christine Kumagai Rattlesnake Point	Class C
Stephen Spencer Chesley Lake Camp GC	Class F	Mark Hughes Cутten Fields	Class C
Eric Van Gerwen Peterborough G&CC	Class F	Stephen Murray Georgian Bay Club	Class C
Greg Hollins Fort Williams G & CC	Class A	Chris Croft Oslerbrook Golf Club	Class C
Steve Collins Fort Williams G & CC	Class F	William Forsyth Olds College	Class S
Cole Bridgewood Burlington G & CC	Class F	Sean Harney Hidden Lake GC	Class C
Jason Finch Cobblebeach Golf Links	Class C	Christian Pilon GreyHawk GC	Class A
Ben Parent Burlington G & CC	Class F	John Marshall Duntroon Highlands GC	Class A
Cory O'Neil St. George's G & CC	Class C	Tyler Patroch Grey Point G & CC	Class A

Golf Industry Show



OGSA director Owen Russell met with representatives of the GCSAA in San Diego during the GIS to discuss various items of mutual interest.

Owen also was present to accept the Social Media Award for the "today in Ontario" video, from Pat Jones on the trade show floor at the GIS.

OGSA vice president Tim Muys attended the GCSAA AGM to carry the vote for the Chapter as our delegate.

2019 Turf Bowl; U of G places 10th!



The University of Guelph Turf Club sent 20 students (five teams) to participate in the 2019 GIS Turf Bowl held Feb 7, 2019. The OGSA would like to congratulate the

attending students, many of whom are OGSA members, for their outstanding effort. And, a special congratulations to the team who secured 10th place! Well done Gentlemen! ■

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

2019 William Sansom Distinguished Service Award Recipient

UNIVERSITY CENTRE
UNIVERSITY OF GUELPH

Member since 1957

James (Jim) A. Wyllie

Superintendent

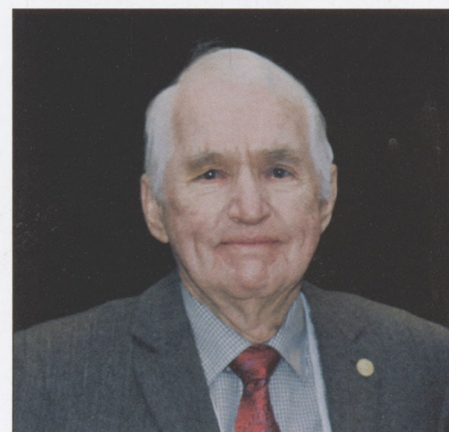
*By Al Schwemler, Property Manager,
The Toronto Golf Club*

The Evolution of Jim Wyllie – The Superintendent

Jim Wyllie's career as a superintendent could be referred to as legendary, epic, and even entrepreneurial. He was an icon in the industry for over 40 years. Jim's accomplishments are extraordinary.

Jim's first exposure to the golf world was as a caddy at Lambton Golf and Country Club, while also working at his uncle's gas station. He then applied for a labourer's position at Lambton but was denied, due to only being 14 years old. Only a week later, Jack Harris advertised for a laborer's position at St. Georges Golf and Country Club. During the interview when asked his age, Jim replied "16 sir!" and was hired on the spot. Jack Harris was a mentor to Jim and after three summer terms, promoted him to his assistant and mechanic.

In 1957, Jim travelled to the Turf Conference in Guelph. Cutten Fields was looking for a new Superintendent and Jack Harris introduced Jim to Dr.



Jim Wyllie, Superintendent.

Ralph Goodwin-Wilson, a professor at the University and property chairman at Cutten. Jim was hired on the spot with a starting salary of \$3500 per year. He was "over the moon" with his first superintendent's position and remained at Cutten Fields for three years to the day.

In 1960, a couple of members from Toronto recruited Jim to become their superintendent at a new club located in Nashville, ON. Jim accepted the position at

Career History

Superintendent:

- Cutten Club, Guelph ON (1957-1960)
- Huntington Golf and Country Club, Nashville, ON (1960-1967)
- Lambton Golf and Country Club, Toronto ON (1967-1979)
- Bayview Golf and Country Club, Thornhill ON (1979-1994)

James A. Wyllie and Associates (1987-1997):

- York Downs Golf and Country Club
- Bayview Golf and Country Club
- Spring Lakes Golf Club
- Evelyn Golf Centre

**Agronomist – Thomas McBroom
Associates Ltd.**

USGA Green Section Advisor (1980-1986)

In the Hot Seat

Q: Favourite Major?

A: British Open

Q: Best Piece of Turf Equipment?

A: Toro triplex

Q: Lowest Round Ever and Where?

A: 89, Brampton GC

Q: Ultimate Foursome?

A: David Wyllie, James Beebe,
Bill Czekai

Q: Favourite Movie?

A: The Bridge on the River Kwai

Q: Favourite Meal?

A: Rack of lamb

Q: Favourite Golf Course?

A: Old Course at St Andrews

Q: Favourite Golf Course Designer?

A: Dr. Martin Hawtree

Q: Favourite Band?

A: Tommy Dorsey

Huntington Golf and Country Club, with a salary of \$5000 per year and a nice house on the property. This career move proved to be a monumental challenge as the club had a very limited irrigation source and just hired Robbie Robinson to design and build a new course on a 150-acre parcel of land. Jim explained, "we were in a very rural area on highway 50 north of highway 7; the Humber river was three miles to the east. I approached every farmer on Rutherford road to secure an easement under their

Associations, Committees

- Ontario Golf Superintendents' Association: President 1973
- Canadian Golf Superintendents Association: President 1975
- Golf Course Superintendents Association of America: President 1982
- Canadian Turfgrass Research Foundation
- Seneca College Golf Course Technician's Program
- Brampton Men's Probus Club
- Advisory and Building Committee Christ Church, Brampton
- Property and Tree Committee, Brampton GC

Awards & Accomplishments

- William Sansom Distinguished Service Award (2018)
- John B. Steel Award (2000)
- 60 plus year member of the OGSA and GCSAA
- Graduate of Guelph Turf Management Short Course
- GCSAA: Certified Golf Course Superintendent



1974 OGSA Board of Directors. Back row (L-R): Allan "Whitey" Jones, Pelino Scenna, Helmut Kopp, Alan Beeney, Carl Bennett, Cameron Cairncross. Middle row: Bobby Hall, John Stoughton. Front row: Jim Wyllie, Bob Heron and Paul Dermott.

driveway. I gained approvals from the Town of Vaughn, the province, and the Canadian National Railway to install a 4" aluminum pipeline under roads, highways, and railway lines. The pump ran 24 hours a day to

keep three large lakes full." Jim stayed at Huntington for seven years; four as general manager.

In 1967, Jim took a short hiatus from the golf industry to work in sales for

"He has worked tirelessly to promote the golf course industry, particularly the role played by superintendents, in ensuring the very best conditions for golfers, while at the same time maintaining the quality of the environment. He has served as a mentor for many of today's superintendents and has always had an outstanding ability to convey his enthusiasm and provide leadership and stimulation to others."

– Dr. Clayton M. Switzer



Jim handing over the OGSA president's gavel to Bob Heron, 1974.



Before picture of the Poa to Bentgrass conversion at Bayview GC.

United Van Lines before accepting the superintendent's position at Lambton Golf and Country Club late that summer. His package included a salary of \$9000 and a car. Jim was asked to consult at Bayview Golf and Country Club in the fall of 1978, to help sort out some serious turf issues. This eventually led to Jim's next stop as the superintendent at Bayview commencing in the fall of 1979. "In the spring of 1980 the course was a disaster, dead Poa everywhere, the irrigation system was full of leaks, and the shop was non-existent. I went home and told my wife

I have made a brutal mistake accepting this position." Fortunately for Bayview, these issues led to one of Jim's greatest accomplishments; converting fairways from Poa to Bentgrass. All fairways were sprayed with Round-up and over-seeded with Pennncross and Penneagle bents. At the time, this unorthodox procedure became a great success with the membership and "the fairways were the talk of the town." Fairways were mowed at 3/8" with Ransomes triplexes and clipping were removed.

The Entrepreneur – James A. Wyllie and Associates

In 1987, Jim had an idea to become a contractor, instead of an employee of Bayview. The Board of Directors agreed to this idea

"For over 60 years, I have known Jim as a boss, neighbour, partner and a friend. Jim was greatly responsible for me getting involved in the Superintendents' profession and I will be forever thankful. Jim set the example for golf course superintendents in Toronto, Ontario and all across Canada. He was actually a great ambassador for the business worldwide. He was an exceptional superintendent, husband, and father. Jim is the only Canadian to date to have held the office of President of the OGSA, CGSA and the GCSAA. On a humourous note, as his campaign manager during the GCSAA election process, we indicated that we had a briefcase full of proxy votes in order to get help from the three largest chapters' voting delegates. In the end, I am quite certain they voted for him based on his ability."

– Bob Heron

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



After picture of the Poa to Bentgrass conversion at Bayfield GC.



The Wyllie family at Jim and Fran's 50th wedding anniversary celebration.

"Jim Wyllie is a class act! He has great hair and is always smiling and ready to stop for a little bit of conversation regarding life, golf courses or whatever!"

– Angelo Capannelli

and Jim's golf course management consulting business, James A. Wyllie and Associates Ltd. came to fruition. The basis of the business was to manage the operating budgets and maintenance of the golf course. In addition to Bayview, Jim secured the maintenance contracts at York Downs Golf and Country Club, Spring Lakes Golf Club, Evelyn Golf Centre, and Barrie National Pines.

As if managing four golf courses wasn't enough, Jim also worked as an Agronomist for Thomas McBroom during the golf boom of the late 80s and early 90s. He travelled across the country, consulting on the construction and grow-in of Thom's designs. Jim finished his career off as the superintendent at York Downs and officially retired in 1999.

Reflecting on the Past

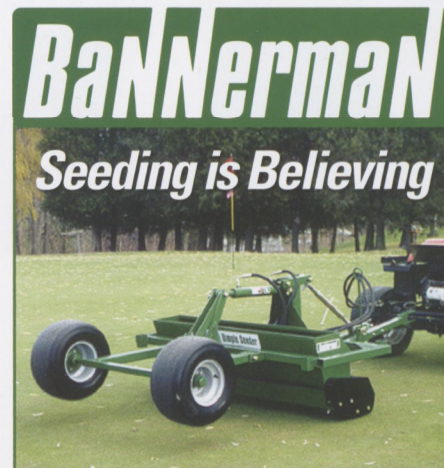
Although retired for nearly 20 years, Jim still leads an active life. He spends a great deal of time with his wife of nearly 60 years, Frances. They are very proud of their two children, David and Judith, and two grandchildren, Jacob and Thomas. Judith is an RN, with a BNSc from the University of Toronto and a master's in health education. David is currently in construction management and

was a masterful superintendent for several years, upon completing his education at Humber College and Penn State University. Jim and Fran spend time with their friends at Brampton Golf Club and their long-time neighbours. Throughout his career, Jim's getaway during a hectic golf season was their family cottage in the Haliburton Highlands, which he personally built with his brother-in-law. His favourite places to vacation are Hilton Head Island and Great Britain. In addition to gardening, one of Jim's favourite pastimes is woodworking and building his own furniture, and he still hopes to shoot his age in golf!

With such a long and distinguished career, Jim mentored several notable names in the golf industry; Manuel Branco, John Graham, David Wyllie, Bob Heron, Tom Murphy, Pasquale Aceto, Mark Szuch, Raymond and Elwood Rowley, Bob Burrows, Rick Stottern, Scott Fraser, Alex McLeod, and Al Schwemler. Jim was a perfectionist and he expected the people that he worked with to be the same. This sometimes led to sharp words, but apologies were always quick to follow. He rewarded his ground's team with BBQs on a regular basis, especially after a stressful period.

There are very few in the turfgrass

industry that can rival the impact Jim has had on the superintendent profession and turfgrass industry. And when asked what wisdom he'd offer anyone entering the industry today, Jim's advice is to "treat others the way you want to be treated." ■



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**

2019 OGCM Conference



By Matt Eastman, Assistant Superintendent,
Mississauga G&CC

It is hard to believe another Ontario Golf Course Managers Conference (OGCMC) has passed us by and we are gearing up for what will hopefully be an early spring – knock on wood? Each year the OGSA strives to make the membership experience better and this year was no exception. The education, the networking and the venue were all exceptional. The OGCMC is a highlight event for the OGSA and is one not worth missing with the tremendous value that it brings to its members.

Events like this are incredible opportunities for one to continue learning and developing their skills as turfgrass managers. This year's educational program was quite diverse and

"This was a great location and I hope the conference returns to this venue in the very near future. Very easy to get to, rooms were great and everything in walking distance of the rooms. I've been attending the OGSA conferences for over 20 years and this venue has been my favorite to date."

Jason Andress, Sault Ste. Marie GC

offered multiple hours from topics ranging from managing greens during weather extremes, leadership skills, provincial legislation, and learning how to start up your own maple syrup conglomerate! Highlights include learning about the importance of managing greens during extreme drought as well as harsh winters like the polar vortex of 2013 and 2014 which we seem to be experiencing similar conditions to this winter. As our profession continues to evolve, opportunities to learn about leadership and communication skills seem to become more prevalent. We were fortunate to see talks on these subjects that honed in on the importance of being flexible with your team, allowing your team the opportunity to learn on their own under your guidance, and how crucial it is to have communication up and down every



1. OGCMC seminar. | 2. Awards lunch. Photo courtesy of Chris Andrejicka. | 3. Brett Young Future Leaders. | 4. (L-R) James A. Wyllie poses with son, David Wyllie moments after receiving the William Sansom Distinguished Service Award. | 5. (L-R) Darren Davis (GCSAA President), Jim Wyllie (DSA winner), and Rhett Evans (GCSAA CEO). Photo courtesy of Rhett Evans. | 6. OGCMC seminars.

aspect of your Club – from communicating with high school students to your Board of Directors and senior management teams.

In addition to the education, the networking opportunities are always what seem to bring everyone in our community together. Whether it's catching up with old friends and colleagues or meeting someone new, the networking events always provide a great atmosphere for mingling. There were many times that were afforded for us to meet

and socialize each day of the conference. From breakfast buffets before the education sessions began or evening socials, it was a great schedule to follow to meet our needs and provided us great opportunities to get together to shake hands and meet new faces.

The venue was excellent. It was a nice change from previous locations and provided new experiences for everyone involved. By being in one building for most of the conference it made all components of the

Thank You! to our Sponsors!

OGSA would like to thank our industry partners who generously supported the 2019 OGCMC.

DOOR PRIZE & HOTEL KEY SPONSOR

Allturf Ltd.

SPONSOR

Syngenta

FUTURE LEADERS SPONSOR

BrettYoung

AWARDS AND INDUSTRY SHOWCASE LUNCHEON SPONSOR

Bayer

HOSPITALITY RECEPTION SPONSOR

Turf Care Products

PROFESSIONAL DEVELOPMENT SPONSOR

GT Golf & Turf

KEYNOTE SPEAKER

G.C. Duke Equipment Ltd.

NAME BADGE SPONSOR

Plant Products Inc.

REGISTRATION DESK

Belchim Group,
formerly Engage Agro

CONVENIENCE BREAKS SPONSORS

Nutrite, Nufarm, Pumps Plus,
Fish Farm Supply Co.

WELCOME RECEPTION SPONSORS

Ontario Seed Company

Target Specialty Products

Vanden Bussche Irrigation

Photos by Meg Matera Photography
unless otherwise noted.



1. Adam Moeller, USGA, Managing Putting Greens in Extreme Weather. | 2. Wacker Neuson table. | 3. Steve Mann, SJM Aboricultural Consulting Ltd. | 4. Darren Davis, GCSAA president. | 5. (R-L) Al Schwemler and Tim Colin draw for \$1000 gift card winners. | 6. Pat Jones and Christine Kumagai (Rattlesnake Point GC) showing off the all important business card. | 7. Fish Farm Supply Co. table. | 8. Al Schwemler, Toronto GC, Maple Syrup Production.

conference simple to attend. Not to mention the ability to hit the slopes during the evening hours! Even if skiing or snowboarding is not your forte, there is just something fun about being at a resort village for a few days.

After many discussions with friends, colleagues, and students, a common theme emerged in that it was a positive experience for all. The education was great and touched on many current subjects within our industry. The networking socials were buzzing and

created a fun atmosphere. And the venue was outstanding. With an ever-changing climate, we need to be prepared for anything that Mother Nature throws our way – whether it is dealing with prolonged periods of ice cover in the winter months to extended days and weeks of drought-like conditions. Sometimes the best thing we can do as turfgrass managers is to be patient. It's events like these that provide such great value for us during the "off season" you surely want to be a part of them.

"Overall, I thought the conference ran very well.

The relaxed atmosphere in the courts with the industry reps along the side was a great bonus to be able to see all who supports our industry. "

Steve Hatch,
Seven Lakes Championship GC



By Carol Turner, Second Assistant,
The Ladies Golf Club of Toronto

The 2019 Ontario Golf Course Management conference in Blue Mountain was a fun and educational three days.

The location at Blue Mountain Village allowed for a great time both during conference events and outside of the official conference. Whether it was hitting the slopes, exploring the village, or my personal favorite the heated outdoor pool, the Mountain had something for everyone to enjoy.

The talks were diverse, entertaining and educational. The overall theme seemed to me to be 'Change, Sustainability and Inclusion'. Oh and something about the 90's sucking. Our industry is quickly catching up with these things and it seems to me that Ontario is a leader in this change.

9. Pat Jones, *the Good, the Bad and the Ugly*. | 10. Plant Products table. | 11. (L-R) President, Cory Janzen presents the William Sansom Distinguished Service Award to James A. Wyllie.. | 12. Dr. Eric Lyons, *U of G, Toward Sustainability* | 13. Steve Kajan, *A Detailed Guide to Understanding PTTW's*. | 14. Carol Turner and Kendra Kiss celebrate their awards. Photo courtesy of Carol Turner. | 15. Sunset over Blue Mountain. Photo courtesy of Matt Shushank. | 16. Blue Mountain. Photo courtesy of James Horvath. | 17. Allturf Ltd. table. | 18. Darren Davis, Rhett Evans, Kevin Doyle, and Mark Prieur continue Canada vs USA competition.

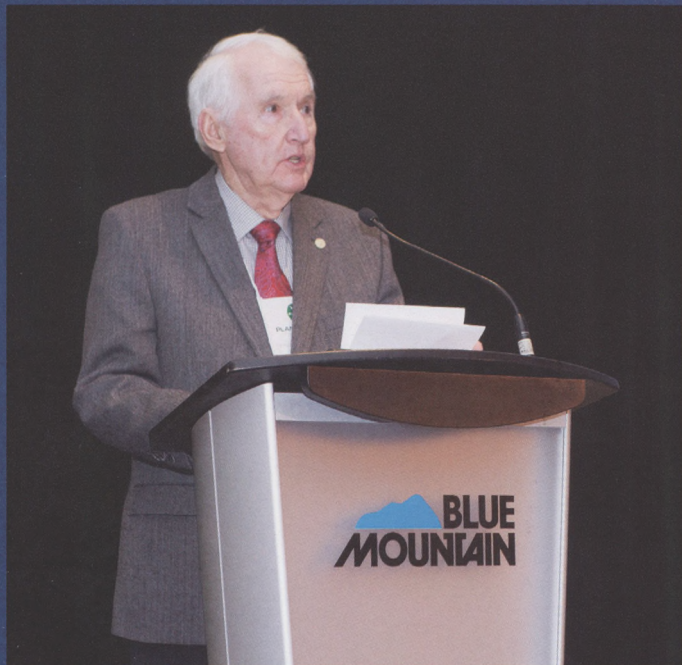
I enjoyed the wide variety of topics everything from *Managing putting greens in weather extremes* to *Bee keeping and maple syrup production for beginners*. A personal highlight was Adam Moeller's talk about *Innovative trends in the golf course management*. It really made me think about the big changes coming our way and the not so big things we could be doing right now. Keynote speaker Pat Jones was very entertaining, I'm only sad I missed out on one of his famous selfies.

This year the OGSA gave us the opportunity to get professional head shots. It was a nice touch and I grabbed the opportunity to add that to my portfolio.

The best part of the conference was seeing old friends and making new ones, we had a great crowd. Both the opening reception and The Turf Care reception were great fun and a fantastic way to catch up with everyone. I am already looking forward to next year! ■

OGSA Awards Lunch

The OGSA Awards Lunch was held at the OGCMC, at Blue Mountain, January 15, 2019.



William Sansom Distinguished Service Award

Presented to James A. Wyllie, OGSA member and past president, for his tenure and his unparalleled contribution toward the advancement of the golf course superintendents' profession. Jim delivered a heartfelt speech to over 300 attendees, sharing words of wisdom and expressing his sincere thanks for his nomination and award.

Milestone Membership Awards

25 Year Members:



(L-R) 25 year member Robert Trask (Chesley Lake Camp GC), with past president Mark Prieur.



(L-R) 25 year associate members Scott White, Syngenta and Alex Dickie, Zander Sod Co. with past president Mark Prieur.

The following OGSA members, who were unable to attend, were also acknowledged for their longstanding support of the OGSA:

- Michael Ettles, Oshawa Airport GC
- Robert Trask, Chesley Lake Camp GC

- Andrew Keffer, Club Link Corporation
- Peter Kinch, Lambton G&CC
- Rocco Lamanna, Bloomington Downs GC
- Roy Mundy, Wasaga Sands G&CC

25 Year Associate Members

- Podolinsky Turf Equipment
- Syngenta
- Zander Sod Co.

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



Hugh Kirkpatrick Award winners (L-R) Chis Schurmanns, (Victoria Park East GC) and Carol Turner, (Ladies GC of Toronto) with president, Cory Janzen (Westmount G&CC).

Paul Brown Internship Award, funded by G.C Duke



(L-R) Neil Beech (G.C Duke) and Greg Brown (Essex G&CC), present the Paul Brown Internship Award to Connor Hamilton (University of Guelph).

Turf Managers Short Course Award

This award is given to the student who achieves the highest marks and who is also currently employed at an Ontario golf course. This year's recipient is Tyler Cave, Deer Ridge GC.

\$1000 VISA Gift Cards Draw

Sponsored by Allturf

This year the OGSA held a draw sponsored by Allturf for two \$1000 Visa gift cards at the end of Wednesday's sessions!



(C) Ryan Brogan (Deer Creek) wins a \$1000 Visa card, presented by (L) Tim Colin (Allturf Ltd.) and (R) Al Schwemler.

Turfgrass Award



(L-R) Turf Grass Education Award second place winner, Scott Powers (University of Guelph) with president Cory Janzen (Westmount G&CC). Scott also accepted on behalf of first place winner Mark Perrin who was unable to attend the awards lunch.

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: Martina Scenna, daughter of Paul Scenna (Beacon Hall GC)

2nd place: Cecilia Muys, daughter of Steve Muys (Twenty Valley GC)



(L-R) Tyler Szela (St. Thomas) wins a \$1000 Visa card, presented by Tim Colin (Allturf Ltd) and Al Schwemler.

Editorial Awards

Each year the OGSA and the editorial committee produce four issues of ONCourse magazine which is largely comprised of original articles and photographs that are submitted by our members. To celebrate the contributions our volunteers we present the following awards:

Barry Endicott Article of the Year Award



(L-R) ONCourse Barry Endicott Article of the Year Award is presented to Matt Eastman, Mississauga G&CC, by Al Schwemler (The Toronto GC).

ONCourse Photo of the Year Award



(L-R) Phil Scully, Granite GC, receives Photo of the Year Award (Wildlife) presented by Al Schwemler (The Toronto GC).

Photo of the Year Award (Non-wildlife)



(L-R) Kendra Kiss (Magna GC) receives Photo of the Year Award, presented by Al Schwemler (The Toronto GC). ■

Architect Panel

Designing for Enhanced Sustainability



By Andrew Krek, Rosedale Golf Club.

Photo by Meg Materna Photography

At the 2019 OGSA conference held at the Blue Mountain Resort, attendees had the opportunity to participate in the Architects Panel featuring Jeff Mingay, Keith Cutten and Ian Andrews.

The three architects discussed their perspective on sustainable golf; planning and designing for sustainability and how an architect can benefit the process. The following is a compilation of thoughts and ideas shared by the panel.

What is sustainable golf?

Sustainability considers social, economical and environmental factors.

Social: Clubs are created as a hub for socialization and rely on the facilities to maintain a healthy golf community for future generations to enjoy.

Economical: A course needs to be financially viable and strive to adhere to an agreed budget. Changing or reducing practices can reduce operating costs.

Environmental: The environmental health of a course needs to be maintained, and potentially reduce the demands on resources and the impact to the health of the environment and the community.

All three are important and when these three components overlay evenly, sustainability can be achieved.

How do you design for sustainable golf?

Designing for sustainability on a golf course can be approached in two different ways. On a new design it can be built in from the ground up, or it can be created through course renovations/improvements on an established course. Here are some common ways that sustainability can be achieved:

• Focus on Plant Health

First and foremost is plant health, the plant is what the game is played on. Making changes that promote a healthier environment will make the plant stronger. The plant needs sun light to make food so making it more available through tree removal allows for sun exposure and improved air movement which is necessary for the gas exchange of the plant and overall disease suppression. Water movement is also very important and should be managed to encourage healthy soils.

• Build for the local ecosystem

Having and/or introducing the proper turfgrass, tree and plant species allows for greater resilience to environmental challenges that can be met at specific location(s), and can result in less maintenance and management.

- **Naturalize areas**

Reducing or eliminating areas of finely mow turf reduces the dependency on water, fertility, chemicals as well as the inputs associated with the frequency in which the turf needs to be mown.

The conversion of some maintained areas to infrequently-touched or naturalized areas can free up acres of the property that needs maintenance and will encourage an overall healthier ecosystem.

- **Reduce the amount of bunker maintenance**

Another practice is to reduce the frequency in which the bunkers are maintained, or to remove them all together.

Reducing the maintenance frequency and/or the number of bunkers allows for labour hours to be directed to other areas of the operation; arguably this could be a better use of wages and certainly reduces the footprint of bunker maintenance.

How do you use Master Planning to build in sustainability?

A master plan sets out to realize a vision whether that be maintaining a course or renovating it. The process allows a superintendent to develop and communicate plans to maintain and improve the course grounds.

A master plan allows the golf course, architect and superintendent to work together using their vision, knowledge and experience of the property to improve the property in any area. Through their vision, an architect can create a design that incorporates sustainable principles while meeting the superintendent's ability to maintain the finished product with the budget that is available.

Depending on the breadth of the plan, multiple sub plans may be developed with consultation from experts. For example, sub plans could be created to renovate/redesign the irrigation system, bunkers, or to inventory and maintain trees. These professionals all work together to create plans that the superintendent will execute over time to maintain the golf course property the way the available funds permit it.

How does the involvement of the Architect benefit the planning process and the outcome?

The architect can lead the process by defining the goals, objectives and schedule the preliminary process. They will collect data and gather as much mapping information as possible. They will discuss style and vision of the golf course and how golf fits into the master plan. Through analysis and site recognition (including lengthy conversations with the superintendent) the design should start taking shape and contain approximate costs, permits and approvals required as well as physical constraints and any other factors. They will then put forward a conceptual design which may include AutoCAD maps, 2-D and 3-D drawing, and before and after renderings that illustrate the conceptual alternatives. These designs continue to be refined and then the final decisions are

The benefit of working with a golf course architect is having their professional design and innovation, specialized training, and their ability to preserve the site and the play of the game.

made between the course and architect, with the support of the golf course superintendent. Including an architect in the master planning process helps ensure the outcome is successful because they can coordinate with experts or offer expertise themselves in site selections and feasibility, landscape architecture, civil engineering, hydraulic engineering, agronomy, heavy construction, plans and specifications and cost estimating.

Final Thoughts

Designing for golf course sustainability is a large task and requires an understanding of all the social, economical and environmental factors within it. It also requires well thought out and well executed plans to achieve the course vision and evolve towards more sustainable practices. The upkeep on a golf course is ongoing, and the needs of the course will continue to change making the plans invaluable.

The benefit of working with a golf course architect is having their professional design and innovation, specialized training, and their ability to preserve the site and the play of the game. And, through collaboration with the superintendent an architect can create a design which can be maintained indefinitely with the budget that is available making the course economically sustainable and aid the advancement of environmental design in golf. ■

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

Bill 148

Now You See It, Now You Don't

Changes to employment standards in Ontario.



By Patrizia Piccolo, Partner, Piccolo Heath LLP
and Chetan Muram, Associate, Piccolo Heath LLP

Shortly before the 2018 Ontario provincial election, the Liberal party introduced sweeping labour and employment reforms in Ontario, better known as Bill 148. After the Progressive Conservative party came into power in June 2018, they quickly reversed course on much of this legislation. On November 21, 2018, the newly elected government officially passed Bill 47. Under Bill 47, changes to the *Labour Relations Act, 1995* took immediate effect, while changes to the *Employment Standards Act, 2000* (the “ESA”) came into force on January 1, 2019. As promised, Bill 47 reduced and repealed many of the Bill 148 reforms. Key changes to the ESA are examined below.

Minimum Wage

Under Bill 148, one of the most discussed changes was the increase in minimum wage. The minimum wage rose to \$14/hour on January 1, 2018 and was scheduled to rise to \$15/hour on January 1, 2019. Following Bill 47, the minimum wage will remain at \$14 until 2020, after which any increases will be tied to inflation. With regards to employees who regularly receive tips and gratuities as part of their employment (i.e. restaurant servers), their minimum wage will remain at \$12.20/hour, and will not increase in 2019 as previously scheduled.

Personal Emergency Leave

Bill 148 entitled employees to 10 personal emergency leave days, the first two of which were to be paid. Further, employers were prohibited from asking employees to provide medical notes to support sick days. Bill 47 modified the personal emergency provisions such that employees will be able to take up to eight unpaid days off – three days for personal illness, three for family responsibility and two for bereavement – and employers may once again request reasonable medical evidence for personal illnesses.

Scheduling

Under Bill 47, multiple provisions regarding scheduling that were set to take effect were repealed, including the right to request changes to schedule or work location after at least three months of employment; the right to refuse work on a day that an employee is not scheduled to work or be on-call with less than 96 hours’ notice; providing a minimum of three hours’ pay for being on-call if the employee is not called in to work, or works less than three hours; and providing three hours’ pay in the event a scheduled shift or on-call shift is cancelled within 48 hours before the shift was to begin. Bill 47 simplifies the scheduling provisions, such that employees who regularly work more than three hours a day are entitled to a minimum of three hours’ pay if they are called in to work.

Equal Pay for Equal Work

Bill 148 introduced language that required employers to pay part-time and casual employees at the same rate as full-time workers doing substantially similar work. Bill 47 repealed this change, meaning that going forward employers will not be required to pay part-time and casual employees at the same rate as full-time workers doing substantially similar work. Equal pay for equal work legislation with regards to paying men and women at the same rate continues to apply.

Misclassification, Wage Review and Penalties for Contravention

Misclassifying workers remains prohibited under Bill 47, but the relevant legislative language was modified such that complainants bear the onus of proving misclassification. For example, in a dispute regarding whether a worker is an employee or an independent contractor (which would mean they are not entitled to certain statutory minimums like minimum wage, vacation time, overtime, etc.), the individual bears the onus of proving that they are an employee.

If an employee requests a review of their wages, employers are no longer obligated to respond with a pay adjustment or a written explanation of why their request is denied. Under Bill 148, employees could request the wage rate paid to another employee and a review of their wages if the employee did not



Patrizia Piccolo, Partner, Piccolo Heath LLP.



Chetan Muram, Associate, Piccolo Heath LLP.

believe that wage parity had been achieved. The employer was required to provide either a wage adjustment or written reasons for declining the adjustment.

Lastly, Bill 47 reduced the penalties for administrative contraventions of the ESA, to \$250/\$500/\$1000 for first, second and third contraventions, respectively.

Unaffected Bill 148 provisions

While Bill 47 reversed many of the changes instituted by Bill 148, there are several Bill 148 amendments that were not reversed. Vacation time still automatically increases to three weeks upon reaching five years' service. Starting July 1, 2018, holiday pay was calculated as wages and vacation pay earned in the four work weeks prior to the week in which the holiday falls, divided by 20 and that has not changed. Pregnancy and Parental Leave totaling up to 18 months of unpaid time off remains unaffected as do other leave provisions implemented by Bill 148 (Domestic or Sexual Violence leave, Family Medical Leave, Critical Illness Leave, Child Death Leave/Crime leave, and administrative requirements, such as: record keeping for all dates and hours worked, including the dates and times that an employee worked where the employee has two different rates of pay, records pertaining to substitute holidays, and retention of documents for all leaves, vacation time and vacation leave. All records are to be kept for five years).

Introducing Bill 66 – Restoring Ontario's Competitiveness Act

In addition to Bill 47, on December 6, 2018, the provincial government announced it was introducing Bill 66, omnibus legislation that, if passed, would make additional key changes to the ESA. The bill has not yet become law, however if it were to be passed, these changes

would remove longstanding administrative requirements relating to hours of work exemptions and employee notifications, but do not impact the ESA to the degree of the rollbacks under Bill 47. At present, Bill 66 is being debated in the legislative assembly.

Currently, employers are required to obtain approval from the Director of Employment Standards for employees to work in excess of 48 hours per week or to enter into overtime averaging agreements with employees. Bill 66 proposes eliminating the need for employers to obtain external approval, however employers would still require the approval of the relevant employees or union. With respect to the overtime averaging agreements, Bill 66 proposes that the period over which hours of work could be averaged be limited to a maximum of four weeks.

Further, employers are currently required to display a Ministry of Labour poster setting out employment standards information in a conspicuous location in the workplace. Bill 66 would eliminate this requirement, but employers would still be required to provide a copy of this poster to employees within 30 days of being hired.

Practical Recommendations for Implementing New Legislation

While Bill 47 reversed many of the changes introduced by Bill 148, it did not require or entitle employers to rollback entitlements they granted following Bill 148. Even though Bill 47 is in effect, employers may be restricted in their ability to change employee entitlements. Employers should consider what representations they have already made concerning employee entitlements in 2019, such as pay for on-call work, wage increases, and minimum notice provided prior to schedule changes.

In order to avoid opening themselves up to potential liability and constructive dismissal claims, employers should not roll back employee entitlements without

first examining their ability to do so under the relevant employment agreements, collective bargaining agreements and policies. They should avoid unilaterally changing a fundamental term of an employment relationship as that could trigger a constructive dismissal by seeking the employee's consent to the changes. If an employee does not consent to the change and where the changes are fundamental terms of the employees employment, employers can avoid constructive dismissal claims if they provide an appropriate amount of working notice, no less than the ESA termination notice period and optimally equal to the full termination liability that an employer would have, and then re-offering employment on the new terms and conditions immediately after the end of the working notice period.

In addition, Bill 47 and Bill 66 demonstrate the need for employers to have flexible employment agreements that respond to legislative changes. Employers must determine whether their existing agreements, policies and procedures allow them to change entitlements to correspond with current legal obligations. If an employer wished to offer the minimum statutory entitlements as part of the terms and conditions set out in an employment agreement, the agreement should explicitly state that the employee will receive their entitlements as specifically prescribed by the ESA, rather than specifying a specific amount (e.g. the number of sick days). This language would allow employment agreements to remain fluid in the face of legislative changes and avoid the potential for constructive dismissal claims in the event of a rollback.

Overall, employers should review their policies to ensure they are up to date and providing at least the statutory minimum entitlements under the ESA and should consider strategies to manage changes to employee entitlements in the wake of Bill 47. When in doubt, employers should consult an expert to ensure compliance, avoiding ESA contraventions and associated penalties. ■

Five Years Ago Today

THE 2014 OGSA BOARD OF DIRECTORS



L-R (Back Row): Jason Boyce, Smuggler's Glen GC; Chad Vibert, Mad River GC; Rob Gatto (past) King's Forest GC; Mark Prieur (sec/treasurer), Trafalgar G&CC; Tim Muys, Piper's Heath GC; Scott White, Donalda Club; (Front Row) Dave Kuypers, Cutten Fields; Corey Janzen, Westmount G&CC; John McLinden (vice), Ladies GC of Toronto; Phil Scully (pres), Granite GC; Rod Speake, Mill Run GC.

THE OGSA OFFICE STAFF

Darlene Carr, was added to the office staff.

ON THE MOVE:

Shane Timms moved to Sleepy Hollow CC. Jeff Stauffer went from Credit Valley G&CC to Rosedale GC and was replaced by Jason Hanna. Thom Charters moved from Coppinwood to Taboo Muskoka. Christian Kuhn moved from Osprey Valley Golf (assistant) to Pine Knot G&CC. Adam Spence went to Bushwood GC from Castlemore G&CC. William Green moved to Cutten Fields from The Toronto GC (assistant). David Kuypers went to Syngenta from Cutten Fields.

Ontario Seed Co. hired John Trelford. Enviro-Sol hired Mark Schneider, Simon George and Dan Bowmaster. Plant Science hired Kelly Barnet formerly from Fox Glen GC.

TOURNAMENTS:

The Pro Super Challenge was held at Cobble Beach Golf Links hosted by general manager John Anderson and superintendents Brent Siekierzycki and Jeff Thomas. The winning teams were from Midland G&CC (1st), Choya Fraser, Stone Tree Golf (2nd), Marc Brooks, OslerBrook G&CC (3rd), Jason Honeyball and The National (4th), Chris Dew.

The President's Day tournament was held at Westmount G&CC hosted by Cory Janzen. Low teams were Beaverdale GC (1st), Chad Hurrell, Orr Lake GC (2nd), Jason Harris, Beacon Hall GC (3rd), Paul Scenna and Lambton G&CC (4th), Peter Kinch.

The 8th annual Seniors Tournament was held at Mono Hills GC hosted by Nick Amsen. This day was another great success with the help of the following volunteers: Alan Beeny, Doug Suter, Mark Schneider,

Ron Craig, Paul and Helen White and Pelino Scenna.

Bill Searle organized his fundraising tournament to raise money for the Hugh Kirkpatrick Bursary. The event was hosted by Randy Booker, and took place at Otter Creek GC.

The OTRF Fundraising Golf Tournament was held at Credit Valley G&CC, hosted by Jason Hanna.

The Alex McClumpha Memorial Tournament was held at St. Thomas G&CC, hosted by Wade Beaudoin.

AWARDS:

At the Ontario Golf Course Management Conference and Trade Show held in Toronto, Wendel Brooks, son of Marc Brooks from Stonetree Golf was awarded the Heritage Award, his father accepted it on his behalf. Dan McAllister, Donalda Club; Reg



Attendees at the 8th Annual Senior's Tournament, at Mono Hills CC.



(L-R) 25 year members, Phil Brown, Michael Dermott, Corrie Almack (Almack Agronomic Services); Distinguished Service Award Recipient, Ron Craig (Turf Care). 25 year award members, David DeCorso, Michael Creed, Gord Wendover (Wendover Construction), Paula Sheppard (Allturf Ltd.) and Dave Smith (DCS Agronomic Services).

Langen, Richmond Hill GC; and Jasmine Stienke, the Briars GC accepted their plaques for the Hugh Kirkpatrick Bursary.

The Barry Endicott Article of the Year was awarded to **Cam Shaw**, Burlington G&CC and the Photo of the Year, was awarded to **Mark Prieur**, Trafalgar G&CC.

The OGSA's William Sansom Distinguished Service Award was presented to **Ron Craig** of Turf Care.

MILESTONES & AWARDS:

At the Ontario Golf Course Management Conference and Trade Show, **Rhett Evans**

(GCSAA, CEO) and **Pat Finlen** (GCSAA President) presented President **Rob Gatto** with a plaque, as did **Jim Flett**, Ontario director of the CGSA, to commemorate the OGSA's 90th Anniversary.

Rob Gatto presented 50 year member awards to **Bill Hynd** and **John Arends** and presented 25 year member awards to **David DeCorso**, Victoria Park East GC; **Michael Dermott**, Oakdale G&CC; **Michael Creed**, Wyldewood G&CC; **Phil Brown**, formerly of Summit GC; **Robert Cresswell**, Pleasant Valley G&CC; **Mark McClure**, Crosswinds G&CC; **John Pickard**, Maple City CC; and **Robert Burrows**, Banff Springs GC.



50 year members, (L) John Arends and (R) Bill Hynd with (C) OGSA past president Rob Gatto.

Associate members in attendance to accept their 25 year plaques were: **Corrie Almack**, Almack Agronomic Services; **Gord Wendover**, Wendover Construction Ltd.; **Paula Sheppard**, Allturf; and **Dave Smith**, DCS Agronomic Services.

The OGSA congratulated the Markland Wood GC and superintendent **Owen Russell** on their 50th anniversary.

Congratulations went to Podolinsky Turf Equipment who also celebrated their 50th anniversary.

EVENTS:

The 20th anniversary Plant Products slo-pitch tournament was held at Turner Park in Hamilton. The championship game was a repeat from last year with Rattlesnake Point GC, **Bill McAllister** squeaking past Cardinal GC, **Robert Sloan**, by 1 run in a 10-9 final. ■



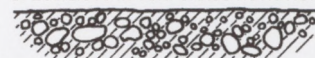
Barry Endicott
Retired Golf Course
Superintendent
Brampton, Ontario
Tel: 905-846-1440
barry.endicott@gmail.com



(L) President Phil Scully presents the William Sansom Trophy to the winning team from Beavertdale GC.

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

Gardener's Tool Box



When winter seems to hang on and the itch to do something garden related kicks in, it's time to research and make changes to your gardening tool box. I use the term "toolbox" for anywhere you keep your gardening tools. Garden tools come in many shapes and sizes, many of which won't fit in a toolbox. Your gardening toolbox probably consists of a shed or a garage of some sort. However, I recommend for organization and efficiency purposes, that you keep smaller tools like pruning shears, trowels, small handsaws, knives, irrigation or hose repair tools and parts, weeding tools, gloves etc. in an organized portable toolbox. This way you can easily carry them with you while working in your garden. I personally keep a lot of my smaller tools and gardening supplies in a Rubbermaid tote. They come in multiple sizes and are waterproof; they are great for keeping everything together at the site.

When going through your toolbox, make notes about what tools you have, what tools you need and what tools may need replacing due to wear and tear or poor performance. There are a lot of cheap tools out there that just don't last, and there's nothing worse than a tool failing when you need it. Amazingly, tools only break when you're using them which is why I like to inspect my tools before the season starts so that I have everything in top shape long before I need them. At this point I like to ask myself if what I've been using is suitable for the work I do. Are the tools strong enough, efficient, comfortable? And if not, are there tools available that would be better suited? Every gardener has their favourite tool or brand so take the time to do a little research to see if there are better options than what you've been using. I am a huge advocate of

spending the extra money for high quality, durable, long lasting tools. I choose to use the Felco brand, however, you may find what works best for your needs isn't necessarily the most expensive option out there.

Tools for gardening just like gardens themselves require maintenance. One of the most important maintenance tasks I perform on my tools are sharpening and oiling my hand pruners, loppers and hedging shears. I take them apart every spring. Depending on what you cut and how much you cut, you should keep your pruning tools clean. This will prevent them from gumming up and sticking. Loppers or shears make life easier on your body, improve speed and make for nice clean cuts on plant material that can heal fast, thus reducing stress levels and disease sites.

Not only is it important to ensure you have durable tools that can handle your workload but it's also important to use the right tool for the particular tasks you do. For example, pitchforks come in different handle lengths, fork lengths, fork spacing or fork gauge. Some are for moving lighter materials, some move heavier material, and some are designed for turning soil in established garden beds. So really take the time to look at what your tasks will be for the season and get the right tools to do those tasks. The same can be said for pretty much any garden tool; there are multiple types of trowels that are all designed to do different tasks, as well as shovels and other soil cultivating tools.

The following is a list of my gardening tool must haves:

1. The garden claw. There are multiple designs available, but my personal favourite is the "T" shaped handle design

with no adjustable lengthening anywhere on the tool. For those who don't know it, it is a soil cultivation tool with four angled prongs on the bottom which are 4-6" in length. It's great for mixing amendments into existing soils, breaking up compacted soils, loosening weed root masses and mixing soils for container gardens.

2. Pitchforks. As mentioned earlier, there are several variations which are designed to do multiple tasks. I will never forget the moment, many years ago while working for a landscape company loading mulch into wheel barrows with shovels. I realized that if we had pitch forks the task would be far easier on us and faster. My shoulders have thanked me ever since.

3. High quality pair of pruning shears (secateurs). Like I mentioned before, there is nothing better than pruning with a pair of razor sharp secateurs. I use them on anything from deadheading annuals and perennials to small tree branch pruning.

4. A proper root knife. Here is a tool that I will add to my tool box this year. These tools are designed for transplanting, splitting and dividing plants. These knives have a serrated edge on one side and a fine edge on the other. You can get them as just the knife or you can get a multitool that looks like a trowel with the serrated and fine edges. Either way a root knife is a great tool to have on hand to loosen root masses that are pot bound or for splitting established plants in the garden.

Gardening is hard enough, so take full advantage of the engineers out there who have made life so much easier for us by designing tools to do our work in the most efficient way possible. We no longer have to use a rock to smash open a nut, we use a nutcracker! So, don't use secateurs to cut wire or a leaf rake to dethatch a small lawn! Buy wire cutters and a dethatching rake. And be kind to your body, if there is a task that can be completed using the right tool with a motor on it, use it. ■



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



JOHN DEERE

Trust

It's why East Lake Golf Club counts on us for the TOUR Championship.

Photo © 2018, Dave Sansom



"Golf with a purpose." That's the motto that drives this historic and philanthropic club, located just five miles from downtown Atlanta. And what drives Ralph Kepple, Director of Agronomy, and his staff is a commitment to excellence. According to Ralph, John Deere has helped in that endeavor. "In the twenty-plus years East Lake has partnered with John Deere, I am always impressed by their commitment to improve and enhance their equipment. The quality of cut on their mowers has always been outstanding."

Give your course the quality of cut it deserves. Contact your local John Deere Golf distributor today.

Trusted by the Best



CSCM
SILVER
Corporate
Partner

JohnDeere.ca/GOLF

In Memoriam: Sam DiPinto



By Denver Hart, Second Assistant Superintendent at Capilano Golf and Country Club

Who is a grandfather? A grandfather is a role model you admire, despite his loud snoring; a chef cooking your favourite scrambled eggs, while you sleep in; a fisherman who can't reach for his own rod, because he's too busy helping you with yours; a driving instructor hovering his foot over the brake, as you speed around in his golf cart.

On December 10th, 2018, we said goodbye to my grandfather and icon, Sam DiPinto. Sam lived a long and prosperous 88 years, and will be missed by many. He was adored by his loving wife Ada, his five children, and his many grandchildren. He was a well-respected member of the turf community for 34 years, as well as an active 50 year OGSA member. I often wish I was around to see my grandfather active in his career, but the kind words from those who were close to him paint a nice picture of his true character.

Sam's career began in 1960 at Summit Golf and Country Club, under the guidance of David S. Gourlay. After his first year, Sam was promoted to Assistant Superintendent, but was later fired because he admitted, "I didn't like to work in the rain." Evidently, my

grandfather got over his distaste for rain, as he spent the next decade on numerous projects with numerous clubs. He worked with Dick Kirkpatrick in 1962, during the construction of Richmond Hill Golf Club and later joined

The only thing he loved more than turf were the people in it, "Sam was always quick to offer help and advice on all things turf." says Paul Evenden.

C.E. Robinson to build the Upper Canada Golf Club (Morrisburg Golf Club). He became the Superintendent at Oakville Golf and Country Club in 1965 and two years later, Sam moved to Lido Golf Course in Oakville, where he remained until 1973.

One of my favourite stories about my grandfather as a young assistant is told by Dick, "I had a brand new Mercury truck and

as Summit was real sandy, Sam challenged me to a drag race with the club's old Toro tractor." Sam pulled away and Dick was left spinning in the sand. Sam never let him forget that day, and always asked, "Do you remember how I beat you when we raced?"

Eventually, Sam put his racing days behind him and finally found a club he could call home. He became the superintendent at Beverly Golf and Country Club, and remained there for the next 21 years. A frequent visitor, Angelo Capannelli recalls his visit with Sam at Beverly, "Sam was generous with his time and left me with the impression that he was a key member of the Supt's society here in the Hamilton area." And he was. The only thing he loved more than turf were the people in it, "Sam was always quick to offer help and advice on all things turf." says Paul Evenden.

My grandfather introduced me to the turf management profession, and I owe my success this far, to him. His legacy has inspired me to follow in his footsteps and although he is no longer with me, the memories we've created will keep him alive forever in my heart. Who is a grandfather? My grandfather is my best friend - "Buddies for life." ■

THE DMI YOU DESERVE

GIVING YOU TIME TO ACTUALLY ENJOY THE VIEW.



MirageTM
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.

Science for a **better life**

www.bayeres.ca

1-888-283-6847

ALWAYS READ AND FOLLOW LABEL INSTRUCTIONS. Bayer, the Bayer Cross and Mirage Stressgard are trademarks of Bayer.

Techno-peasant

By Doug Breen,
Superintendent,
Golf North Properties.

In the past, I have described myself as a Luddite. The Luddites were a group of 19th century textile workers in England, who felt (quite reasonably) that their livelihood was being threatened by the Industrial Revolution – specifically weaving and knitting machines. They also (less reasonably) took up arms, exchanged gunfire with company security guards, broke into factories and smashed equipment to bits. They (quite unreasonably) made their leader “General” Neil Ludd – a fictitious weaver’s apprentice from Nottingham, who was said to have been the first to destroy a steam powered loom and was apparently hiding out in Sherwood Forest (you know – like Robin Hood).

Let me be clear – I have no desire to smash new technology. Well, if I’m being honest, I often do want to throw my phone and laptop when I can’t get them to work properly – but that’s different. I’m not part of some socio-economic uprising, hoping to maintain a way of life, and to avoid massive labour upheaval – I just don’t know how to make the header stay put on an Excel sheet, and am suspicious of those who do.

It’s not that I fear technology. It’s not even that I dislike it. I just missed some fundamentals, and now I know that I’ll never catch up. Remember elementary school math? They told you that if you didn’t learn the fundamentals, that later on you’d find advanced math increasingly difficult. If you can’t multiply / divide / add / subtract as part of your basic vocabulary – good luck with calculus. Somewhere along the line, I decided that I’d learned enough about how to operate electronics, and that I

could ‘get by’ on what I knew. I was wrong.

As we age, we often do this. If you look at a man’s clothes, you can tell what year he said, “That’s it, I’m not going any further on the road of fashion.” For my Dad, it was the 1960’s. For me, it was the 1990’s. We do it with music, movies, the cars we like to drive..... lots of things. But when it comes to technology – bailing out too early has left me at quite a disadvantage. I now look at my BlackBerry, the way my wife looks at our trucks. As long as everything is working properly, life is good! But if anything (no matter how minor) goes wrong, we both just make hurt rabbit sounds until someone helps us out.

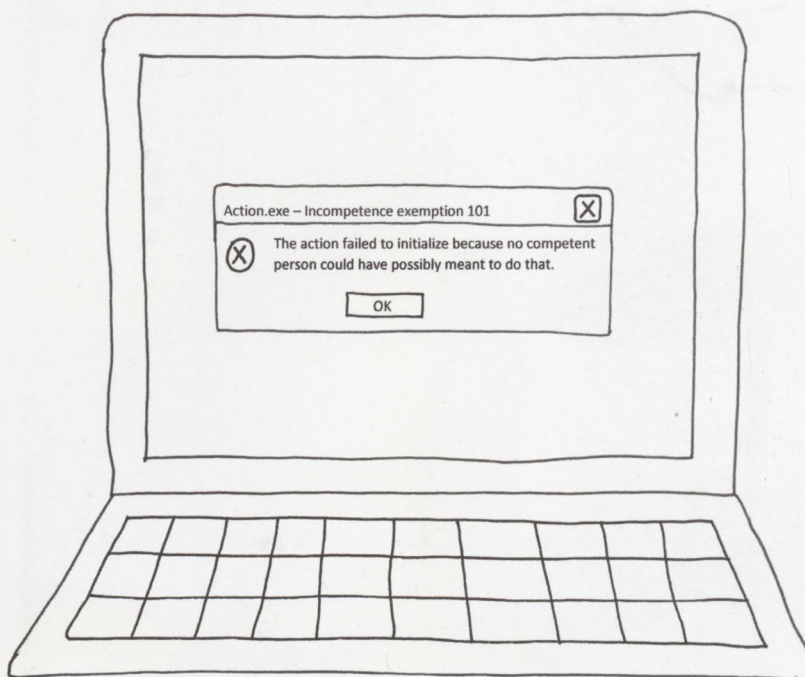
I saw a meme the other day. It was a TV remote control with all of the buttons covered up with masking tape, apart from ON/OFF, volume UP/Down, and channel UP/DOWN – the text said, “Grandparent Proof Remote”. I’m not that guy yet – but far too close for comfort.

Let me tell you about my iHome. I got it about a year ago and it sat in a box for about two months, because I didn’t really know what it was. My son Walker came

over one day, set it up in five minutes, and showed me that I could play all the music in the world, just by asking Siri to play it. Apart from the fact that Siri and I don’t seem to speak the same language (“Siri, play Beastie Boys” – “Now playing, Pet Shop Boys”) it was the coolest thing ever. I had access to any music that I could think of, it sounded great, and it was LOUD. I had no idea where the music was coming from – still don’t. I can only assume that Walker is a wizard, and that the Devil is involved in some way. I just know that after a few months of happiness – the day the music died, was a

Tuesday in July. Now my iHome is just a silent tribute to my electronic ignorance. I’m sure that Siri is still listening to me and feeding all my secrets to Facebook and Google, but she no longer plays James Brown when I ask her to.

And that’s where I am with technology. I’m not a Luddite; against progress for any valid social reason. I really enjoy gadgets, but at the same time, I’m not emotionally invested enough in any of them to figure out how they work. I really need a technology Caddie – someone to hand me stuff when I want it and take care of it when I don’t. And like any good Caddie – they would anticipate what I need before I realize that I need it – and have it ready to go. My kids used to fill that role, but one of the disadvantages of being an empty nester (the only disadvantage that I can think of, to be honest), is that my ‘techno-valets’ have both abandoned me in my hour of need. So now I’m listening to Primus on my BlackBerry instead of a super loud speaker that used to talk to me. I’ll miss you Siri, but not enough to google how to make you work. ■



A HALO OF PROTECTION

DISARM[®]
TURF FUNGICIDE

RAPID MOBILITY

- Xylem and translaminar movement
- Rainfast in 15 minutes
- Foliar & root uptake

DISEASE CONTROL

- Take-All Patch
- Snow Mould*
- Pythium and more

PLANT HEALTH

- Greater root mass
- Longer roots
- Consistent chlorophyll production

PROTECTION ON ALL FRONTS

Experience Greens-Grade Performance with Fairway Affordability

*Always read and follow all label directions, restrictions and precautions for use.

FMC, FMC logo and Disarm are trademarks of FMC Corporation or an affiliate. ©2019 FMC Corporation. All rights reserved. 19-GSS-0216 01/19

FMC

WHAT
MATTERS
MOST

Toro® Outcross™ 9060

Dozens of attachments.
Hundreds of jobs. 365 days a year

Work smarter. Do More. Save money.



TORO®



What Matters Most to Your Golf Course Matters Most to Us.

It's a numbers game. You need to get more jobs done fast and right the first time, optimize your club's resources and stay within budget. Toro's new Outcross 9060, a multi-purpose and turf-friendly workhorse, combines purpose-built, all-season functionality with intuitive operation - with virtually anyone on your staff - and unprecedented versatility to deliver impressive results. Even better, Outcross can power your existing attachments utilizing its 3-point connection and power take-off, haul over two tons in its supersized cargo/dump-bed, and tow up to 16,000 lbs. This four-wheel steer and full-time four-wheel drive powerhouse can get it all done without damaging sensitive turf.

For a free demo, call your local Turf Care Sales Representative

Paul Cooper, 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 Conners, Southwestern Ontario - 519-319-0539
Jason Sewell, Southwestern Ontario - 519-476-6548
Aaron Campbell, Southwestern Ontario & Niagara - 519-899-3023
Mike Rossi, GTA, Sports Turf & Municipal - 905-715-6797



TURF CARE

Helping your business **GROW.**

Join the conversation: [@Gr8estShowOnTRF](https://twitter.com/Gr8estShowOnTRF)

Visit: turfcare.ca/commercial-equipment