

FALL 1992



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Agriculture and
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G.T.I.

tion of the Ontario Golf Superintendents Association

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PRESIDENTS REPORT

Green is Beautiful

Fall is here and it marks the end of what has to be the wettest summer since anyone can remember. Our focus and normal priorities changed during the past season. From stress management to drainage and mowing. It was a great opportunity to grow in all those troublesome little bare spots. But perhaps offset by the creation of new bare spots due to puddles that would not go away.

All clubs have suffered to the weather with revenues down in such areas as carts and green fees. The OGSA has also been affected. Maybe not so much in the financial end but in that our major events experienced bad weather. The President/Greens Chairman had torrential downpours and we were lucky to get in 9-holes. It was too bad that we could not enjoy the efforts Paul White put into the golf course. Even under all the rain, it was obvious the spectacular condition that the course was in. The Pro/Superintendent was almost a washout but after a lengthy rain delay and some fast moving by the Decorso's we were able to play 18-holes by Shot-gun. Victoria Park Golf Club was also in excellent condition and this event enjoyed one of the largest fields in its past history.

The GCSAA seminar is now approaching and registration to date is good and we hope to have yet another full seminar. The Symposium is just around the corner and we are excitedly looking forward to it. Our cast of speakers this year will be hard to match in future years.

Good luck to all Superintendents and OGSA members in winding up this season. I have enjoyed my term as president this year and would like to thank all my fellow Board Members for their help and all of their hard work in making the Ontario Golf Course Superintendents Association one of the finest professional organizations in this country.

Rhod Trainor
President, OGSA



Ontario Golf Superintendents Association

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Cover Photo
"The Church of Turf"
The Guelph Turfgrass Institute

— **1992** —

**Ontario
Golf
Superintendents
Association**

Upcoming Events

Nov. 29 - Dec. 2 1992
C.G.S.A. - Canadian Turf Conference

Jan. 4 - 6, 1993
Ontario Turfgrass Symposium

Jan. 23 - 30, 1993
International Golf Course
Conference G.C.S.A.A.

Feb. 1 - 4, 1993
University of Guelph
Professional Development
Series for Turf Managers

Feb. 1 - 26, 1993
University of Guelph
Annual Turfgrass Short Course



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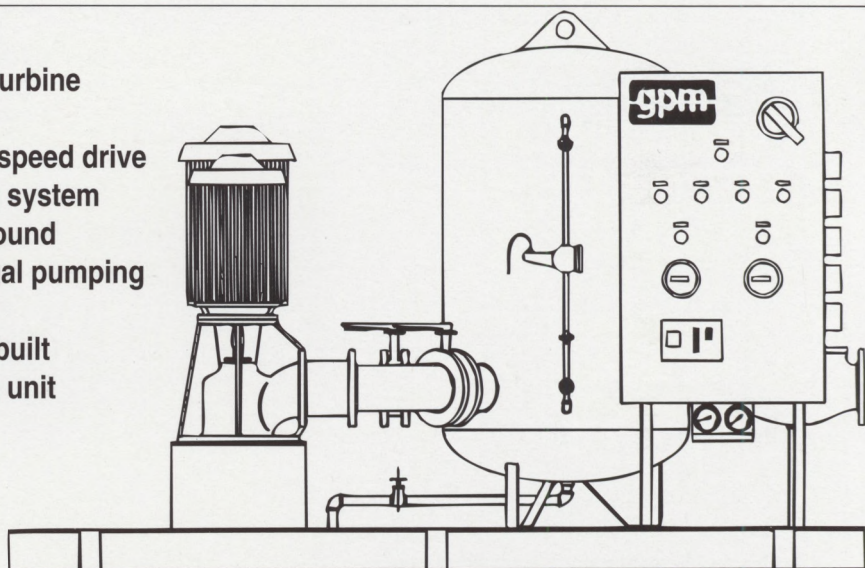
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From the Editor

As another golf season winds down, we are all preparing our courses for the winter.

Of course this season was the wettest, coolest, most abnormal season of all.

However, most courses were in great shape if the mowers could keep up with the lush growth and the rain. Winter is a time to once again reflect on our successes and to look back at the completion of special projects, it is also a time to attend many of the educational programs offered such as the Guelph Turfgrass Symposium.

Take some time, continue to grow, have a great winter and see you in the spring.

Simon George

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April 3 & 4, 1993 - North Bay

For more information contact :
John Gravett of TURFECS at (519) 767-1611

Times have changed.

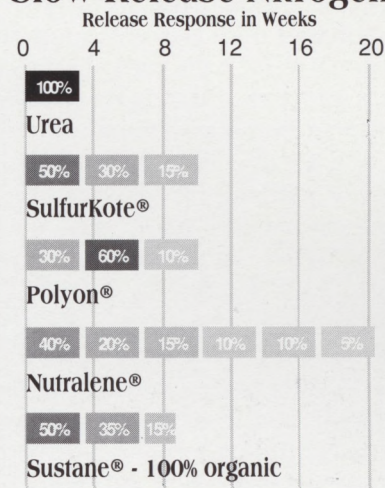
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O.G.S.A. Membership Report

Oct. 6, 1992.

Presently our association has 386 members of which 24% are in the E classification, or company membership. The current bylaws restrict this category to 25% of the total membership. We are in a dilemma whereby we must begin to turn away prospective members because of their affiliation which many feel is not in the best interests of the association. As membership director I have been asked to make recommendations as to how we might overcome this and several other aspects of our system of classification.

The company membership, Class "E", should not have restrictions based on a percentage of the total. The fee structure should be increased but additional representatives in the same company would be reduced. The membership should be increased to include three new categories. The categories which should be added are Class "M"; mechanics, Class "T"; technicians, and Class "S"; students.

This in no way will detract from the ability of the superintendents to operate the association since the duties of voting and holding office will be continued

along the same format that is, voting and holding office still would only apply to paying Class "AA", Class "A" and Class "B" members.

What this does is increase our overall base giving us additional funds thus holding the dues of superintendents down in a time of increasing expenses. It also gives us a chance to contribute to the education of individuals who have been and are becoming more and more involved in the daily operations of our courses.

Regarding fee structures and services, the mechanics and technicians could join at the same rate as we charge the assistant superintendent. They could avail themselves of the magazine and mailings. They could be offered membership rates for the special seminars and educational events.

Finally, our future depends upon our youth. If we are to continue to develop positively then we must ensure that well educated, innovative minds are given the opportunity to flourish. There are many young people in our colleges and universities who are unaware of the existing challenges that this profession offers. We should be actively promoting ourselves

through our magazine and educational programs to capture the imaginations of those biologists and agriculturalists who, during the course of their studies, are searching for opportunities to apply their skills and intelligence to a challenge. Too often we are taken for granted merely as grass cutters by the uninformed. We have the mechanisms through our association to focus the attention of these people upon an exciting and challenging career which is growing rapidly and charting new territory in the future as our world around us becomes more conscious of the delicacy of that which is called nature.

This is not a time to close ourselves in a shell and limit growth. This is not a time to cocoon ourselves out of fear that we will be overwhelmed by a mass of humanity who do not fully understand what we are about. Rather, it is the time to reach out; to seize the opportunity; to step into the future, revitalizing our association, moving forward confidently together.

Wm. Alexander La Belle
O.G.S.A. Membership Director

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Employment Contracts And You

The trend towards an increasing willingness of dismissed employees to sue for wrongful dismissal in the past decade has led to an increased awareness among both employers and employees of the virtues of written employment contracts.

More than ever before, employers now wish to have in place a written agreement which will limit, or at the very least, quantify, their ability and define the circumstances under which termination can take place. As well, employees are now more likely to want to have termination provisions spelled out in a written document to provide the certainty of knowing the conditions under which they can be fired and the compensation to which they would be entitled in the event of termination, wrongful or otherwise.

Without an employment contract, the employee has less protection against an employer. The provisions of the provincial legislation provide for minimal standards of employment and severance payments in lieu of notice in the event of dismissal. Attempting to recover proper "common law" remedies necessarily involves suing, or threatening to sue, the former employer. This is a speculative and expensive proposition at the best of times.

Written employment contracts can cover a wide range of issues including a specific definition of duties, a fixed term of employment, salary/compensation/benefits formulae, and the settlement provisions upon termination. A further list of specific areas are

increasing importance to both superintendents and golf course owners would deal with the continued employment of the superintendent in the event of a sale of the golf course, means of reporting to superiors, and a budget for professional training and upgrading of the superintendent.

With greater frequency, employers and to some extent employees, are turning their attention to the fine print dealing with non-competition and non-disclosure of confidential information by employees. As employees become more mobile, employers are recognizing that they have interests to be protected when employees move on to "greener pastures". These types of provisions must always be prepared with great care as the ability to enforce them depends upon their reasonableness. Non-competition clauses are considered in law to be generally in restraint of trade unless it can be demonstrated that the restraint is reasonable to protect a legitimate interest of the employer. This reasonableness must be both in relation to the time period during which a former employee is restricted from carrying on a particular activity and in the geographic area in which any restraint applies.

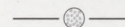
Clauses specifying the non-disclosure of confidential information are premised upon the protection of proprietary information of an employer from unauthorized use by a former employee. This may include secret industrial processes or inventions or such things as business operations. The key is that the information must be something in which the employer

has a proprietary interest and cannot be so broad as to cover the general knowledge or know-how of a former employee. In other words, an employer generally cannot prevent an employee from taking with him that which is in his head.

A most important feature of any employment contract is the flexibility it can have as to what terms you want included and what you want excluded. There is no general rule or guideline as to how specific or general the terms of the employment contract should be. Suffice it to say that each situation with the superintendent and the golf course owner should be examined individually to get the right "mix" for both parties.

With the onset of an economic slow-down in Canada, the issue of employment contracts and the protection of the interests of both employers and employees has assumed a greater importance in our legal landscape.

Employment contracts are for the benefit of both the employer and the employee and should be strongly considered in attempting to define and establish these important working relationships. A small investment of time and money at the beginning of your employment with the golf course can avoid significant investments of both time and money in the future, should your employment relationship deteriorate. It is hoped that this article will be of assistance to you in taking the appropriate steps as you commence or renew your employment with the golf course.



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This practical one week course will provide an introductory and updating series of lectures and demonstrations to individuals in the lawn care and landscaping industry.

The course will be delivered by: * Ridgetown College Research Staff
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Golf Course Management Short Course February 22-26, 1993

An opportunity to learn the basics of golf course management through a week long course targeted for those managing and operating a golf course. A combination of qualified individuals will deliver this course through information sessions and demonstrations.

If interested in the complete course program and registration form for the above two courses, contact :

Linda Balmer,
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Ridgetown College, Ridgetown, Ontario.

Telephone 519-674-5456 / Fax 519-674-3042

Course Details

Course Location: Ridgetown College, Ridgetown, Ontario

Course Cost: \$295.00 Plus 7% GST = \$315.00

This includes course materials and noon meals (Monday - Thursday).

Overnight Accommodations available at the College Residence (Steckley Hall) for:

Single Room: \$21.75 per night per person (5% tax included)

Double Room: \$15.75 per night per person (5% tax included)

Raving Red Thread

By John W. Gravett, Turfecs

Although Red thread is usually prevalent during the spring and fall seasons, the cool, wet weather this season has ignited recorded levels of Red thread across Ontario. Many superintendents and turf managers have surprisingly discovered Red thread in their turf areas during the summer months.

Red thread can be severe on Red fescue and Perennial ryegrass. Occasionally, as in this season, it may attack Kentucky bluegrass. Red thread tends to be seen more often in turf mowed from 1-3 inches in height, making it a common place in golf course roughs and home lawns. Irregular shaped or circular patches (5-20 cm in diameter) of infected grass become water-soaked and die rapidly. When the disease is severe, turfgrass appears slightly reddish-brown in colour. The patches may be widely scattered or close together and may join together to form large areas of infected turf. These large areas will have a general "ragged" appearance.

The disease is confined to the leaves and sheath of the grass, proceeding from the leaf tip down.

Under ideal conditions (air saturated with moisture) the pathogen produces colourful mycelial structures. Pink to pale red fungal growths called "red threads", may extend up to 1 cm beyond the end of the leaf tip. Pink cottony flocks of mycelium up to 10 mm in diameter may also be produced. When the red threads or flocks are present especially following humid weather, the patches of blighted grass take on a reddish brown cast that is easily detected.

Red thread survives unfavourable periods as threads of mycelium on infected leaves or lying in the thatch. These threads can survive high (32° C) or low (-20°C) temperatures and remain viable for up to two years when dry. The pathogen is spread locally as threads moved by running water, equipment, people and animals. Infected plant debris

may also become windborne increasing disease distribution. Red thread will only germinate in turfgrass plants if there is a film of moisture over the surfaces of leaves or leaf sheath.

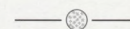
Traditionally, Red thread has not been frequently found across Ontario. It is usually detected in moisture-saturated atmospheric areas such as the lakelands and near northern areas of the province. However, the weather conditions experienced this season have favoured disease development on many golf courses. Red thread develops most favourable in air temperatures ranging from 18 - 24°C, in periods of moisture-saturated air (spring and fall). Heavy dews, light rains and fog also contribute to disease development.

Red thread is also known to be capable of growth at cooler temperatures down to 0°C. It also may occur during periods when grass is growing slowly, due to low temperatures. Red thread is most severe when potassium, phosphorus, calci-

um, and especially nitrogen levels are deficient.

It is best to maintain adequate and balanced fertility in your susceptible turf areas. Applications of nitrogen are particularly helpful in reducing disease severity, but excessive rates must be avoided. It is recommended that slow-release fertilizers be utilized to prevent overstimulation. Soil pH should be in the range recommended for turfgrass growth (generally 6.5 - 7.0). Water should be applied thoroughly (deeply), as infrequently as possible, and early in the day. Avoid watering late in the day if possible. Alternate turfgrass species and cultivars that are less susceptible to Red thread may also be considered.

Usually limited levels of Red thread infection in Ontario doesn't warrant the use of fungicides for control. As a result, most fungicides are not labeled for Red thread control in Ontario at the present time.



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Make Plans Early To Attend

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Support your Association and turfgrass research in Ontario. International speakers and our own University experts such as Beard, Petrovic, Danneberger, Vavrek, Lumis, Sears, Hall, and Pepin will share their turf knowledge with you.

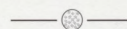
The Symposium opens on Monday morning with concurrent seminars, covering the topics Sod Production, Turf Insect Workshop, Pesticide Optimization and Team Building. Afternoon workshops include Media and Public Relations, Agrometeorology in Turf Management and the Environmental Fate of Fertilizers.

The next day the opening ceremonies feature the keynote address with Dr. James Beard from Texas A&M University. This well respected author of many books and papers will set the stage for the entire Symposium. The Association split sessions then take over. Of particular interest to the Golf Course Sector will be the talks on; A Practical Guide to Composting, Trees for the Golf Course, as well as our own members speaking. On Wednesday topics will include; New

USGA Greens Specifications, Renovations Inhouse or Contracted Out, Maintaining USGA Greens After Establishment, Localized Dry Spots, Renovation and Construction Techniques, Golf Course Irrigation, and Organic Fertilizers-Separating the Fact From the Fiction. Of course you don't have to stay strictly in the golf course session. There are another 19 talks being presented that you are invited to attend.

There is much more. The Trade Show has been expanded so that you will have more time to view new product lines from over 100 exhibitors.

If you are an OGSA member or registering with an OGSA member make sure you indicate that on your registration form so YOUR Association gets financial credit for your participation. If you haven't received your registration package contact the Office of Continuing Education at The University of Guelph at (519) 824-4120 or (519) 767-5000. If you attended last years Symposium, you won't want to miss this years spectacular show.



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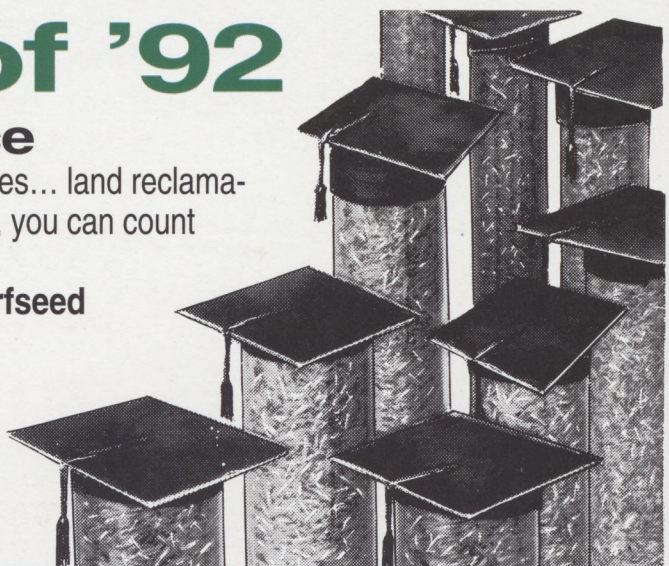
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Where Do I Start

Rick Serrao

Glendale Golf and Country Club

Nestled against the Bruce Trail along the Niagara Escarpment in the heart of Steel Town - Hamilton, Ontario - lies the Glendale Golf & Country Club. It is just over 6,000 yards in length, the course is not like the new monsters that are being created. It does, however, offer the members an enjoyable respite from life's grind, and challenges even the lowest handicapper to have his "A" game in shape to score well, as there are many tall mature trees that line the fairways, greens and tees on the 107 acres that the club sits on.

You really ask yourself what you have gotten into, and where do you start. The list of problems seemed endless. Poor maintenance facility, antiquated irrigation system, shade, thatch, compaction, wear, and the list goes on.

You then compound this with the record cool temperatures, and rain-falls of 1992 and you end up with a season you would rather forget. We have now added drainage to our list of areas to look at.

Our first thrust into turning the course around was to reorganize our personnel by weeding out some bad influences and attitudes and instilling a positive can-do attitude. This has been a tremendous help in ensuring that the course will improve. Our irrigation needs are being addressed by installing the Maxi V Rainbird system.

We now have a tool to irrigate the course to the demanding micro-climates that exist. Proper amounts of water can be delivered to slopes, shaded areas, and open areas without having to depend on the human element of manual irrigation. At this point in time our members still haven't grasped the importance of installing the system. Economy has made affordable what was 1 -2 years ago, double or triple in price.

It is true that most systems have had a lot of rest, if they have been used at all, this year, but what awaits us in 93. Who knows. Next season when it is hopefully dry we will be able to work and improve those poorly drained areas that have surfaced this year.

Our truly biggest problem that will create most of our problems is our cart traffic and people movement. The rains have forced us this year to purchase and use some \$2,500.00 worth of rope and stakes to try and get carts out as much as possible. It seems that there were more decisions on carts made than agronomic ones.

On the agronomic side of things we definitely have opened Pandora's Box. Poor fertility, drainage, thatch, shade, poor root zone mix must all now be attacked with an intensive turf management program.

Deep tine aerification of greens, along with regular aerification programs

were already beginning to show their value. In 1992 we have deep tined and, hydrojected once, hollow cored with 5/8 tines once, and solid cored twice with 1/4" tines. This truly represents more aerification than most courses usually do, but a necessity here. Improved regular maintenance fertilizers and more attention to detail in sprayer calibration and chemical applications have contributed immensely to bringing back this tired, neglected old girl.

We are still faced with what seems like an overwhelming amount of work ahead of us for years to come. The thoughts of rebuilding greens, adjusting to environmental pressures, vandalism, encroachment by major roads plus pressures from neighbours for increased safety from stray golf balls must all be tackled, prioritized, and acted upon.

Communication of what, when, where, why and how we are going to accomplish this is the key.

In starting with the basics of cleaning up the loose and untidy things that have been around for years, you set the table to tackle the bigger, deeper, issues that need to be addressed to turn around an aging, neglected, potentially magnificent piece of land and golf course. I look forward to taking on the many tasks that Glendale has presented to me.

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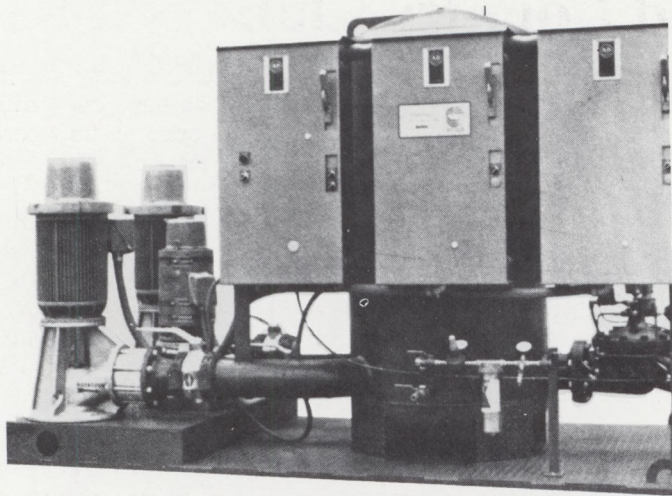
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O.G.S.A.A. Student Award

Mark Malott (left) of Woodslee, Ontario recipient of the 1992 Ontario Golf Superintendents Association Award presented by David Ward of the University of Guelph. The Award is presented to the Ontario student with the highest average in the first year of the Turf Management option of the University of Guelph's Ontario Diploma in Horticulture program.



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The Guelph Turfgrass Institute Research and Education Centre

The dream of a new Guelph Turfgrass Institute Research and Education Centre is now a reality. The seed for this centre was sown in 1983 when a group of researchers at the University of Guelph joined together to talk about a turfgrass institute. The idea was reworked over the following years until 1987 when a proposal was put forward to the University Senate for a Guelph Turfgrass Institute (GTI). Senate approved the proposal which provide for a tripartite agreement between the University of Guelph, Ontario Ministry of Agriculture and Food (OMAF) and the turfgrass industry. The Ministry of Agriculture and Food agreed to donate the land while the turfgrass industry agreed to raise the funds for the new building.

Immediately following Senate approval the Ontario Turfgrass Research Foundation launched a fund-raising campaign for construction of a 7000 square foot Research and Education Centre. A major donation by Beth and Mac Frost boosted the fund-raising campaign substantially. Most recently a donation from the estate of Arthur Latornell was made possible with the cooperation of

Bill and Dorothy Campbell. The project cost was \$1.5 million with current donations at \$1.3 million.

A sod turning ceremony at the site was held in Nov., 1991. Construction followed throughout the winter of 1992 until the building was completed in the fall of 1992. Following the completion of the GTI building OMAF donated \$250,000 for development of the research plots on the site.

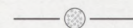
A site development committee was struck to plan and execute the site development. A 20 acre parcel of land has been levelled for field plots as well as two USGA specification research greens. The drainage system and an irrigation pond will be installed this fall. Plot areas will be seeded in the spring and irrigation will be installed.

A site development workshop has been scheduled for mid-Nov. Jim Snow from the USGA Greens Section and Paul Ricke of Michigan State University have been invited to meet with GTI researchers to discuss how to meet turfgrass research needs well into the next century.



The Guelph Turfgrass Research and Education Centre will be home to the Director of The GTI, the OMAF Turfgrass Extension Specialist, the Superintendent of Turfgrass plots, and several industry associations.

The GTI building will be ready for occupancy in early November. Tours will be conducted at the Ontario Turfgrass Symposium in early January. As well, the Annual Turfgrass Managers Short Course will be held in the new building in February. The official dedication and naming of the building will take place in May 1993. At that time the donor will be acknowledging all who donated to the fund-raising campaign.



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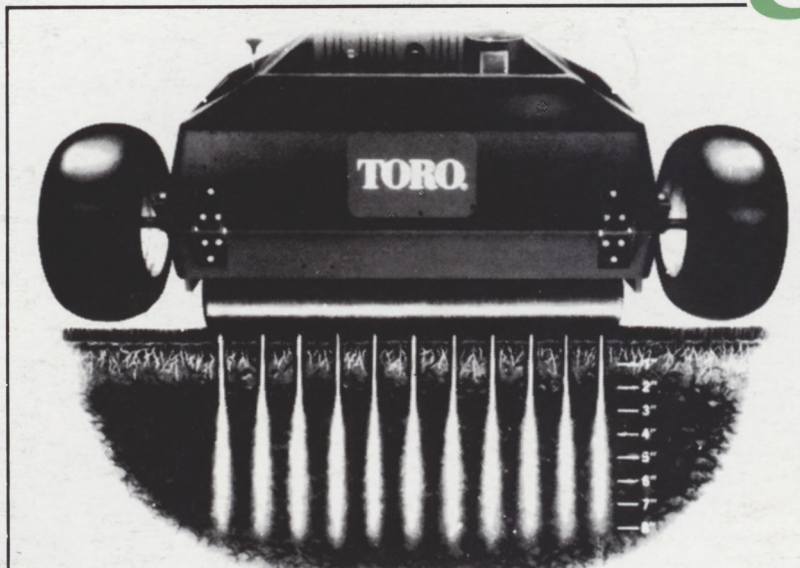
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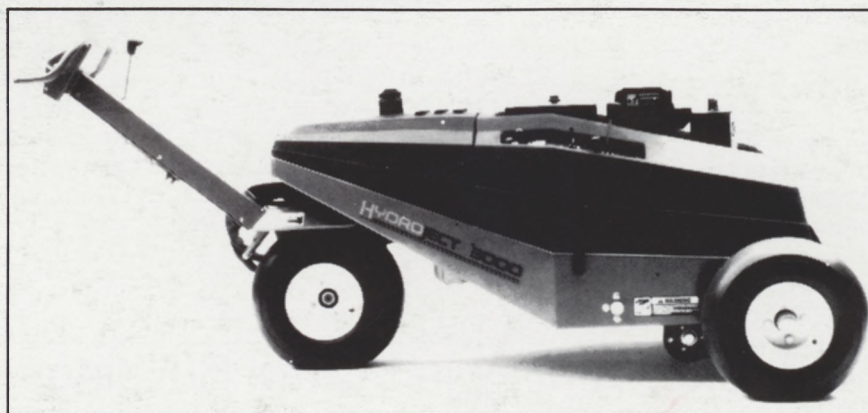
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