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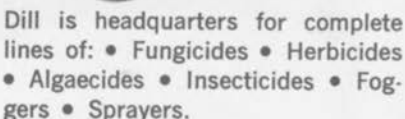
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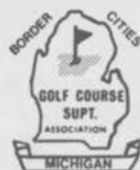
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The President's Message



Now that Spring has sprung and our courses are back in full swing, we should take time to plan our association schedule and determine how involved we want to become.

Our goal this year is one of service through education. Because our purpose for belonging is education, we should all do our part. Bring your problems to us and we will attempt to help you solve them. There is a great deal of comfort in knowing that the entry membership is willing to help if and when help is needed.

Bill Milne, our education chairman, is always attempting to bring timely subjects and expert speakers to our

monthly meetings so that we are able to stay on top of the problems of maintaining our courses.

We are always striving to help you become a professional person in your chosen field.

Please help when asked. We are all in this together.

Your President,
Ted Woehrle

Bud Stoll Retires

Bud Stoll, age 68, the Superintendent of the Ann Arbor Golf and Outing Club recently retired after some 43 years. He served as Superintendent since 1952.

Bud has turned over the operation to his son, Gerald L. (Gerry) Stoll, just as his dad did back in '52.

Bud's dad, Albert Stoll, became Superintendent was back in 1906. So the family has been there a long time.

Gerry has two sons, Gerald and Dale, who already know their way around the course, so who knows? The family may complete an entire century.

Management Seminar

Management Seminar - I scheduled for April 4-5, 1973 at Cleveland, Ohio, was cancelled due to lack of interest.

Full particulars on future seminar subjects and schedules will appear in future issues of "The Patch of Green".

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March Meeting

Our March Meeting was held at Bay Pointe Golf Club, Don LaFond, host Superintendent. Over 70 members attended our season opener to discuss our plans for the year.

A gift was presented to Ted Lazaroff, former Superintendent of Forest Lake Country Club, who was attending his last meeting before heading down to the Seminole Golf Club in Florida.

The Fall Golf Day was announced as September 17, 1973 at Bay Pointe Golf Club. Details will follow.

PROFESSIONALISM

*More than education,
More than experience,
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Above: Ted Lazaroff proudly displays his going-away gift. (An expensive piece of luggage.)



Gordie LaFontaine, on right, wishing Ted Lazaroff good luck on his new job in Florida. It looks like Gordie is about to be relieved of something in his pocket.

What is Leafspot?

WEEDS TREES and TURF, March 1973

Because leaf spot often goes undetected until most of the damage is done, it is important for golf course superintendents and other turf managers to initiate a total preventive control program against this common turfgrass disease.

The leafspot causing fungi are host-specific pathogens, each attacking only certain non-resistant varieties of grasses. If the turf manager

has sown a diverse seed mixture, the disease will likely attack only one type of grass and the rest will remain healthy. This is the reason that the disease often goes unnoticed until severe thinning of a particular grass variety has occurred.

Leafspot is caused by several species of the *Helminthosporium* fungus. *H. Vagans* is the major causal agent in the bluegrass turf of the northeast while *H. sorokinianum* is prevalent in the central states. On bentgrass, *H. erythrospilum* and *H. sorokinianum* are in central areas and *H. giganteum* is primarily confined to southern localities. Although the species vary, the symptoms, life cycles and results are similar.

The fungi attack the older lower leaves and basal sheaths and stems. Dark brown or purple spots appear first and "choke off" nutrients to the upper leaves, turning them yellow. The grass may die and severe thinning will result, allowing weeds a foothold. Frequently, the turf manager will not notice the damage until thinning has occurred and the disease itself has subsided. In these cases, it is a common mistake to blame the damage on drought or weed encroachment.

Leafspot is most likely to occur between April 1 and May 15 when temperatures are cool and the turf is moist. It then appears again in the fall between September and November. Grasses are coming out of winter or hot summer dormancy at this time and are under 'stress, making them especially susceptible to the disease. *Helminthosporium* is present year-round, however, and can cause damage during cool, wet periods of the summer and fall.

In Memorium

Ford Goodrich, 92, ex-Superintendent at Flint Golf Club died March 2.

Mr. Goodrich's great-grandfather and great great uncle bought land in the Flint area in 1835 and 1838.

In 1917, when Mr. Goodrich was farming land in Atlas Twp., J. Dallas Dort asked him to supervise the plowing, grading, and preparing of the land for the Flint Golf Course.

Mr. Goodrich remained with the golf course until his retirement in 1955.

He helped organize the Golf Course Superintendents Association of America as a founder member and he was a member of the Michigan and Border Cities Golf Course Superintendents Association.

He leaves a daughter, son, three grandchildren, and 11 great grandchildren.

I have found that the greatest help in meeting any problem with decency and self-respect and whatever courage is demanded, is to know where you yourself stand. That is, to have in words what you believe and are acting from.

- William Faulkner



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Changes in the Demand for Superintendents ...A Superintendent's Viewpoint

by **GEORGE W. CLEAVER**

Superintendent

Chestnut Ridge Country Club

Lutherville, Maryland

Newly elected Director of the GCSAA

Problems generated by the rapid growth of golf in the past indicates a genuine need for concern in the future, especially with regard to the future demand for qualified, trained, experienced golf course superintendents.

According to the National Golf Foundation, golf is the most popular participation sport in America, its popularity having doubled since 1950. Over ten million golfers played on over ten thousand golf facilities in 1971.

Beginning in 1754 with the Royal and Ancient Golf Club of St. Andrews, golf courses have, through the years, persistently increased in numbers. Growing slightly during the early years, the number of courses increased steadily through the 1920's, dropped slightly during the 30's and 40's, bounced back in the 50's and took off in the 60's. Today, there are approximately 10,500 golf facilities in North America, and the number of players has tripled. From a sport once reserved for the elite, it has become Everyman's game and a thriving business as well.

Beginning in the 1950's, there developed a shortage of qualified superintendents for the many new courses. There were few formal means to train golf course superintendents, forcing course owners to acquire their personnel from the area of commercial agriculture. While not the ideal source, commercial agriculture provided the major supply of employable knowledge

at the time to meet the cultural demands of growing grass. The agricultural personnel learned the fundamentals of growing grass and maintaining turf through the education received in agriculture school or experience gained on the farm. They learned to maintain the golf course by reacting to conditions they could see and feel.

Fortunately, we no longer must rely on such a source of expertise. Colleges have recognized the need for golf course superintendents and now offer two- and four-year courses geared toward providing the needed technical knowledge. Many young men have also become aware of the potential in this field and are taking the required courses in increasing numbers. Some colleges have begun to offer a winter-time course to non students, these are geared for men in the field who have the experience but who lack the technical knowledge.

The profession has, itself, taken steps to insure a supply of skilled personnel. A handful of progressive GCSAA members had the foresight to recognize the critical need for more professionally trained superintendents. As a result, the GCSAA Scholarship and Research Fund was developed and put into action in 1956. Since that date, the Scholarship and Research Fund has awarded 416 individual scholarships and 63 research grants. Over 30% of GCSAA scholarship recipients are presently active golf course superintendents and are members of the GCSAA.

Though the problem was recognized, the shortage of qualified superintendents continued into the

Continued on Next Page

60's. As course owners became aware of the need, the superintendents' status and job recognition were elevated, and fledgling signs of professionalism appeared. Older, experienced superintendents became consultants for other courses. As the turf student graduated, he would become an assistant superintendent and serve a training period managing a course under the supervision of an "old timer." This system was beneficial to both. It provided the student with the practical, tried-and-true methods and the "old timer" with fresh, new ideas. As the older men retired or passed on, the younger men shouldered the full responsibility.

While the golf course superintendent's job has grown in status and professionalism, it has also grown in complexity. The superintendent does not stop at providing good turf for the golfer. He must prepare accurate budget estimates, maintain efficient operational schedules, and purchase equipment wisely. In addition to the years of experience needed to analyze and evaluate turf conditions, the superintendent must keep abreast of the multitude of changes and improvements offered by modern science and technology. These new techniques, chemicals and equipment are costly and present a challenge to the progressive superintendent. It is the constant need to change and improve that makes the job so interesting.

The most dramatic growth of golf facilities occurred in 1967, when 664 facilities were built or under construction. This was, in part, a result of the 1965 Outdoor Recreation Program sponsored by the United States Department of the Interior. According to Colonel Harry Eckhoff of the National Golf Foundation, the Bureau of Outdoor Recreation "...makes grants from the Land and Water Conservation Fund to states, and through them to political subdivisions and other units, for planning, acquisition, and develop-

ment of public outdoor recreational areas and facilities, including golf courses. Funds apportioned to states under this program finance 50% of total allowable project costs on a matching basis." Financiers and real estate men were quick to invest in the golf boom and huge parcels of urban acreage were turned into golf facilities. As the number of golf courses skyrocketed, the law of supply and demand with regard to qualified superintendents took effect. Clubs began to bid for the services of good superintendents. Salaries went up. Superintendents were pirated from one club to another. This pirating was often a result of a golfer playing as a guest at another club. He would observe the course to be in better condition than his own course and, upon returning home, set to work to "steal" the superintendent. If he was successful, the now superintendentless club would seek to steal another club's superintendent, who would, in turn seek to steal...etc. This game of "musical chair superintendents" resulted in little more than salary increases for the objects of all this attention.

Ultimately, club officials recognized the need for continuity of maintenance in order to protect their investment. This made for a better relationship between the superintendent and club officials and added to job security and financial advancement. This constantly rising status of golf course superintendents, coupled with the continuing demand, motivated young men to enter turf school in record numbers. We are now to the point that, in my opinion, our profession can not adequately absorb the young graduates as superintendents or even as assistant superintendents as rapidly as they are becoming available. A satisfactory solution must be found for these future turf managers.

Continued on Next Page

Superintendent's Viewpoint Cont.

Many factors affect the cost of maintaining a golf course for play today. Among them are increased play, the demand for closer cut turf, and finer standards of manicuring. New approaches and precise planning have never been more important than today in the golfing industry. Contributing to this need is the acute labor shortage directly affecting the superintendent and his course. The superintendent will, as in the past, be expected to meet the new challenge. Tools now at his disposal will become even more sophisticated and the whole operation of maintaining a golf course will be more scientifically and technically oriented. Thus we have three problems: (1) a surplus of qualified turf school graduates, (2) the need for

more over-all sophistication in the day-to-day work of maintaining a golf course, and (3) the need for a reliable source of labor. Is not one possible solution evident? Why not employ the surplus of turf students as golf course workers? The obvious difficulty lies in the term "golf course worker" or "labor force," and in the relatively low pay these people receive. This can be overcome by upgrading the work. Give these employees dignified titles and pay them as the worth of their chosen profession requires. This will be more expensive, but we all know the cost of maintaining a golf course will increase along with everything else in this world. This solution offers the golf course superintendent labor and knowledgeable supporting personnel. It offers the turf school graduates a place in their field where they may gain the experience necessary for advancement while compensating them adequately in terms of pay and status.

New GCSAA Address

Please be advised that we have changed our mailing address, effective April 23, 1973,
from:

The Golf Course Superintendents
Association of America
3158 Des Plaines Avenue
Des Plaines, Illinois 60018

TO:

The Golf Course Superintendents
Association of America
1617 St. Andrews Drive
Lawrence, Kansas 66044

Also, any subscription you may have for Nick Geannopoulos or THE GOLF SUPERINTENDENT will remain at the 3158 Des Plaines Avenue address until further notice.

I feel there will always be a demand for qualified golf course superintendents. But they must be qualified in many ways. They must have desire and ambition. They must be well grounded in the technical and theoretical aspects of their profession, and they must gain experience. Times have changed since the 1950's when most superintendents worked their way up on the basis of experience with their technical knowledge acquired only through "osmosis". The 60's saw the requirement for formal training to produce a well-rounded superintendent. The 70's promise even stiffer demands. The day is drawing near when, in order to advance, the superintendent will have to be certified. He will need, in effect, a graduate degree in his field.

I remember hearing Leonard Strong (GCSAA Past President) say, "Golf is big business today, so to the superintendent I say: Think big - be big - but first be sure you qualify."

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OSHA Facts

The Occupational Safety and Health Act of 1970 was passed by the 91st Congress and signed into law on December 29, 1970. It was designed to "assure safe and healthful working conditions for working men and women, by authorizing enforcement of the standards developed under the act; By assisting and encouraging the states in their effort to assure safe healthful working conditions; by providing for research, information, education and training in the field of occupational safety and health and for other purposes."

In general, the intent of the law is to "assure, so far as possible, every working man and woman in the nation safe and healthful working conditions and to preserve human resources."

To Whom Does OSHA Apply

O.S.H.A. applies to every employer engaged in a business affecting commerce, in all states and territories of the U.S. This act affects more than 57 Million workers in some 4.1 Million work places across the U.S.

Who Enforces OSHA Regulations

The power to administer and enforce the act is primarily vested in the Secretary of Labor and in the new

Occupational Safety and Health Review Commission.

What are the Obligations of the Department of Labor

1. They must investigate complaints of employees or requests for inspections.

2. They must issue citations

2. They must issue citations to employers for violations of the standards.

3. They must see that an employer takes immediate corrective action (even shutting the plant down) if workers are in imminent danger.

What are the Obligations of the Employer

1. All employers must "furnish each of his employees a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees" and "to comply with O.S.H.A. standards declared under this act."

2. To monitor on a regular basis his business to determine if he is providing conditions free from health hazards.

Continued on Next Page

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OSHA Facts Cont.

3. To maintain accurate records as required by O.S.H.A.

A. To keep and make available to the Labor Secretary records on certain employer activities under the act.

B. To maintain accurate records (and periodic reports) of work-related deaths, injuries and illnesses.

C. Minor injuries requiring only first aid treatment need not be recorded, but a record must be made if it involves medical treatment, loss of consciousness, restriction of work or motion or transfer to another job.

D. To maintain accurate records of employee exposures to potentially toxic materials or harmful physical agents which are required to be monitored or measured under Section 6 (b) (7) and to promptly advise any employee of excessive exposure and of the corrective action to be taken.

E. To conduct their own periodic inspections.

What Rights do the Employees Have

1. To demand a safe and healthy work place.
2. To request the Secretary of Labor to inspect their employer's plant for hazardous conditions.
3. To witness any inspections or monitoring.
4. To see the results of the findings of inspections and monitoring.

What Obligations do the Employees Have

Each employee shall comply with O.S.H.A. standards and all rules, regulations and orders issued, pursuant to this act which are applicable to his own actions and conduct.

The Priority of OSHA Inspections

1. Businesses or industries where a job related fatality has occurred.
2. Businesses or industries where an employee has made complaints about unsafe working conditions, or where an employee has requested an inspection to determine if unsafe conditions are present
3. Other businesses.

What Does a Compliance Officer Look For

1. Fire extinguishers
2. Electrical problems
3. Proper guards for equipment
4. Chemical vapors, toxicity, etc.
5. Radiation problems
6. Noise level
7. Ventilation problems
8. Warehouse problems
9. Lighting problems
10. Color coding of hazardous areas
11. Ladders
12. Insect problems
13. Slippery surfaces
14. Employee cleanup
15. Restroom facilities
16. Food preparation areas
17. Floors and aisles
18. Safety goggles

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OSHA Facts Cont.

19. Storage of flammable materials
20. Hard hats

How Does OSHA Enforce the Law

1. Labor Department Safety Inspectors may request to enter any establishment covered by the act to inspect the premises and all pertinent conditions, structures, machines, apparatus, devices, equipment and materials therein, and to question privately any employer, owner, operator, agent or employee.

2. Act permits the employer and a representative authorized by the employees to accompany the inspector during the inspection.

3. Secretary of Labor also has power to require the attendance and testimony of witnesses and the production of evidence under oath.

4. Where an investigation reveals a violation, the employer is issued a written citation describing the specific nature of the violation.

5. All citations shall fix a reasonable time for abatement of the violation, and each citation issued must be prominently posted at or near each place where a violation referred to in the citation occurred.

Notification of Proposed Penalty

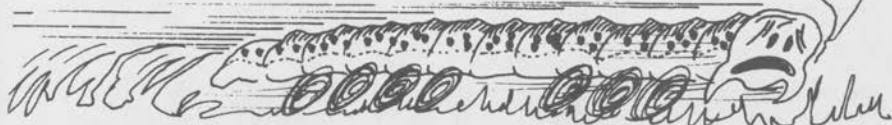
1. Within a reasonable time after issuance of a citation, the Labor Department shall notify the employer by Certified Mail of the penalty, if any, which is proposed to be assessed.

2. Employer then has 15 working days to notify the Department that he wishes to contest the citation or proposed assessment of penalty.

3. If employer wishes to contest, the Secretary of Labor will so advise the CSHA Review Commission and the Commission shall afford an opportunity for a hearing and issue orders affirming, modifying, or vacating the citation or proposed penalty. Orders of the Commission

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OSHA Facts Cont.

are final 30 days after the issuance.

Time for Abatement of Hazards

A reasonable time for elimination or abatement of the hazard is allowed. This time limit may also be contested within 15 days with the Department of Labor.

Failure to Correct Violation Within Allowed Time

Secretary of Labor shall notify the employer by Certified Mail of such failure and of the proposed penalty. Employer can contact the same within 15 days.

Penalties for Violations

Willful or repeated violations of the act's requirements by employers may incur monetary penalties up to \$10,000 for each violation.

Note:

Certified Laboratories is in no way connected with OSHA. Nor are we their authorized representative. We do not mean to imply that the information

presented in this material will give you a thorough and complete knowledge of OSHA rules and regulations. We do feel that this paper outlines the general scope and purpose of the Occupational Safety and Health Act. This information was compiled as a service. We hope you find it useful in your OSHA Compliance Program.

Mauget Tree Injection Meeting

If you want to learn about the latest methods of injecting trees for controlling Dutch Elm disease, you will have a chance by attending a meeting in Chicago on May 11 or the same material presented in Cleveland on May 15.

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ENGINEERED RAIN

More on OSHA

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After studying occupational safety and health inspections in various parts of the country, the National Safety Council has come up with a list of violations that OSHA inspectors most often find and cite. Many of these are relatively minor and easily corrected yet despite this, the council found, plant personnel tend to overlook them. OSHA's Minneapolis Acting Director, Don Siebert, has also compiled a list of frequent violations, in this case ones that his inspectors most often find.

Electrical wiring. Look for frayed wires, loose conduit connections, bare wiring that might produce shock or fire, broken or damaged switchplates, missing plates, wet sawdust around electrical outlets, and circuit breakers not marked to show function and purpose.

Open function boxes, electrical outlets without proper grounds and broken ground plugs are also frequently cited.

Fan guarding. All fans within seven feet of the floor must be guarded; openings should be no greater than 1/2-inch width.

Floor conditions. Check for rough or uneven floors and stairs which might create a tripping hazard. Loose material on the floor such as boards, metal bands, oil, water, scrap and parts could also bring an OSHA citation.

Aisle markings. There should be no doubt about the location of the aisle. Aisles should not be cluttered with materials.

Air pressure for cleaning. Perhaps the OSHA violation cited more than any others is the requirement limiting air pressure for cleaning equipment to 30 psi. "Inspectors are quite fussy about this one," the council report

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warns.

Fire extinguishers always get attention. The standards are quite specific concerning their locations, heights, frequency of inspections, and accessibility, etc.

Exit signs. Lack of exit markings often brings citations. Also, inspectors will notice whether or not the routes people must follow to reach exits are open, aisles are blocked, or materials stored in front of exit doors.

Injury recordkeeping requirements of OSHA. Records are a routine check-point for the inspectors. Whoever is responsible for such records should be instructed to keep them up to date and ready for inspection *at all times.*

Other violations:

Overhead storage areas overloaded or without guard rails;

Machines without guard rails;

Bench grinders with chipped wheels or without proper workrests or guards;

Oxygen and fuel gases unsecured or stored together;

Battery charging areas with unmarked exits, no "no smoking" signs, no water available for diluting spilled electrolytes and improper ventilation;

Poorly ventilated welding areas;

Paint and flammable materials stored outside proper areas and near welding areas;

Defective ladders with cracked steps, missing rails and missing braces;

Paint spray booths that are too small and force painting outside the booth.

Don't Ignore OSHA's Requirements for Safety Records at Each 'Establishment'

Regulations issued under the Safety Act require that injury records be kept and posted at each "Establishment." The criteria set forth for defining an "Establishment" are:

It is a single physical location where business is conducted.

It is a place where employees report daily.

If there is more than one distinct business activity conducted at a location, each activity constitutes an establishment.

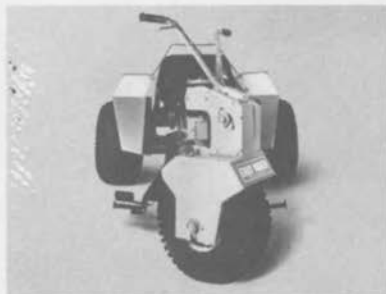
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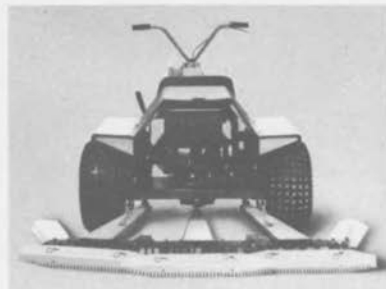
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