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SCB



March 1983

Published monthly by the Metropolitan Golf Course Superintendents Association

Vol. XIII, No. 2

Meeting Notice

Day & Date Thursday, March 24
 Location Whippoorwill Club, Armonk, NY
 Host Superintendent Charles Martineau
 Host Club Manager Steve Fischl
 Greens Chairman Michael Labriola
 Telephones
 Superintendent 914-273-3755
 Clubhouse 914-273-3011
 Lunch 12 noon — Buffet
 \$15.00
 Program To be announced
 Special Notes Cash Bar — No Golf
 Directions:
From South — Route 684, Exit 3s, 22 South. Go right onto Route 22 South to first light. Turn right and proceed to center of town. At light, proceed straight up hill. Whippoorwill Road and Club 2½ miles from town on right.
From North — Route 684, Exit 3. Make left and proceed as above.

Coming Events

March 17 USGA Green Section Regional Conference, Westchester C.C. Rye, NY
 March 24 MGCSA Luncheon Meeting Whippoorwill Club
 May 12 MGCSA Green Chairman/ Superintendent Meeting Country Club of Darien, CT
 June 2 MGCSA Invitational, Fairview C.C.
 June 21 Field Day at Cornell University
 July MGCSA Summer Social, Fairview C.C.
 August MGCSA Annual Family Picnic
 September 12 Poa Annual Golf Tournament Cortland C.C.
 September MGCSA Field Day
 November 1-3 New York State Turfgrass Association Conference & Trade Show, Rochester
 November MGCSA Annual Meeting
 December MGCSA Christmas Party

Voice of Experience

Labor Management

Labor Management, a problem in human relationships in action. We would think that after a thousand years of living and working together, we would be past masters of getting along with each other — the truth is that we don't.

Labor management is one of the most, if not the most, important factors that influences your success as a turf superintendent.

Labor management is a human relationship problem. In addition to the complication of company rules, union rules, Government regulations, the job will become more complicated in the years to come. Good human relationships come from the heart. It is the ability to realize the other fellows situation.

In our social life we can ease frictions by picking our friends, avoiding unpleasant situations, but on the job our security depends upon getting along with superiors, co-workers and subordinates. This can take a lot of effort.

The successful supervisor not only minimizes friction on the job, but creates a condition whereby each worker contributes his maximum.

The employer who does not understand his employees pays the price; low productivity, disinterest on the part of the worker, antagonism and high turnover.

Complaints are like a safety valve that indicates that something is bothering the person. The complaint may or may not be related to the job. Find out the real reason for the complaint.

Know your workers. A good part of his life is on the job. People work best when they feel they and their work is important. Find out what his main expectations are from his job. What are his satisfactions and his personal physiological needs. Use this information when you:

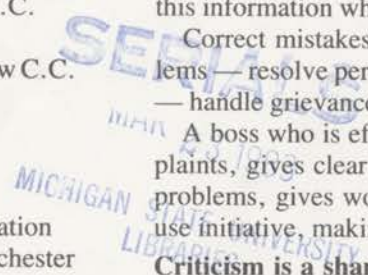
Correct mistakes — praise him — deal with personal problems — resolve personal conflicts — get him into a work group — handle grievances — give orders and introduce change.

A boss who is efficient and fair gives consideration to complaints, gives clear orders and instructions, considers workers problems, gives workers a chance to make suggestions and to use initiative, making for job satisfaction.

Criticism is a sharp instrument. No matter what you say or how you say it, it still emphasizes "You are doing a poor job." In criticizing:

1. Be sure it is necessary.
2. Correct in private, if possible.
3. Be matter-of-fact. Don't be bitter, or caustic, or bullish, or scornful.

WELFARE: Please contact Craig Wistrand , 203-869-2350 (office), or 914-948-3912 (home) regarding any hospitalizations, etc. of members of the MGCSA.





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Publication deadline for *Tee to Green* is 21 days before the regular meeting.

4. Start off with a favorable comment if possible — “you started right — but.”
5. Suit the correction to the person.
6. Tell what is wrong and why.
7. Give him a chance to comment.
8. Tell how to do the job correctly.
9. End on an encouraging tone — O.K. let’s go ahead and do it in good style now.

New Man on the Job:

- Greet him by name.
- Show him around.
- Introduce him to others.
- Tell him rules, routines.
- Explain his job — line of authority.

How Friendly is too Friendly

- Establish friendly relations with all your people.
- Be completely impartial on the job.
- Make your position clear to your friends.
- Don’t try to cover up outside relationships.
- Don’t try to trade on outside friendships.
- Know where to draw the line.

Tips on Hiring:

- Emotional stability factors.
- Flexibility of the individual.
- Is he always dissatisfied?
- Did he consider himself too good or not good enough for his last job?
- Does he resent authority — did someone always pick on him?
- How did he get along with other workers?

Working with the Employees:

- Occasionally show that you know what you are talking about.
- Do not end up by doing all the work, and the men watching

- you.
- Train each man to do as many jobs as possible.
- For particular jobs assign the best men.
- Explain the purpose of unusual or specific jobs.

Unproductive time can be kept to a minimum by:

- Planning your work ahead.
- Schedule work with club activities.
- Keep equipment in good condition.
- Use of two-way radio.
- Delegate responsibility.
- Set a time limit.

The Problem Boss:

- Not sure of anything, least of all himself.
- Domineering — wants to run the show himself.
- Slave driver — wants to get the last ounce.
- Back slapper — tries to get better work by being a “pal.”
- Moody — lets personal problems affect his job.
- Knows it all — no time for other ideas or opinions.
- Overburdened — behind in everything, and not catching up.

Road to Successful Leadership:

- Respect the people you supervise.
- Help them develop their abilities.
- Help them advance on the job.
- Weld them into a group.
- Make it possible for them to contribute their ideas.

Credit: Tee to Green, May 1966

The Beauty of The Night

*Sleep Dawn sleep
 And leave the Night be
 So as to embrace it
 Tenderly with thee.*

*But Time be damned
 The Night died
 Of its rightful age
 To make way for Dawn*

— Frank Paladino

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MGCSA Educational Turfgrass Seminar

by Rachel M Therrien

Westchester County Club, Rye, New York

On January 19, MGCSA sponsored an educational program at Fairview C.C. in Greenwich, CT. For the 94 people in attendance, the topics discussed provided exposure to ideas and developments within areas that many superintendents in the Metropolitan region are confronted with.

For those facilities that are involved in beautification programs at their golf courses, Ms. Jeanne French of J.A. French Associates, Princeton, New Jersey, opened the program with: "Putting Color in the Landscape - How to Get There With Annuals." Those in attendance were reminded that annuals could maximize the use of the landscape budget dollar. Too many times annuals are sited on golf courses where few people can appreciate them. Thus, for all the hard efforts and good intentions, the annual beds do not provide the impact that was initially desired by the superintendent and the membership. Essentially, annuals should be utilized where people congregate, i.e. main entrances to the club, terraces, pro shop entrance, and can also be utilized to accentuate architectural features. When incorporated in the golf course landscape, i.e. tee areas, annuals are most effective when planted in drifts. (A substantial grouping of a particular variety of annual, usually in terms of color.)

In order to accomplish the aesthetic goals with annuals, horticultural factors must also be considered. For this geographic region, a general seasonal guide for annual production follows:

Fall—

Rototill beds

Fertilize bed with 5-10-10

(an ideal pH of 7.0 is desired)

Sept. thru Oct. plant spring flowering bulbs

Winter—

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Spring—

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Summer—

Mid-July, fertilize with 15-20-15 and water in.

Fall—

Clean up for fall planting

Raising our eyes to the heavens is not necessarily the answer in dealing with the maintenance tasks of annual production. According to Ms. French, having at least one person responsible for the daily care of this plant material is a step in the right direction. Annuals are not necessarily immune to disease and irrigation problems, even though there is a fine selection of varieties with "hardy" characteristics. Some of which are: impatiens, begonias, marigolds, zinnias, geranium, dusty miller, alyssum, lantana, and the perennial — daylilies. (An important consideration with incorporating perennials in your landscape program is the length of bloom.) Most annuals bloom continuously over a period of 4–5 months; perennials can average 2–3 weeks of bloom.

Annuals can be colorful and provide a unique touch to club facilities. With a little experimenting, your designs can be extremely creative supplements to the total effect of your landscape.

(Future issues: Mr. Geoffrey Cornish, "Long Range Plans and Their Execution." Dr. Martin Petrovic, "Are Plant Growth Regulators in Poa Annua's Future?")

MGA 1983 Rules of Golf Quiz

1. A player strikes his ball from the tee into some heavy rough. Before leaving the tee, he announces and plays a provisional ball, which goes toward the same area of rough. On beginning his search, the player states that he is allowed ten minutes to look for both balls, five minutes for each one.

- A. Player's statement is correct.
- B. Player is allowed only five minutes to look for both balls.

2. In stroke play, a player's ball is on the putting green. To putt toward the hole, the player will have to roll the ball off the

putting green, over part of the apron and back to the putting green. His caddie indicates the line to the player by touching the apron on his line of putt.

- A. There is no penalty because the caddie did not touch the putting green.
- B. Player incurs a one-stroke penalty.
- C. Player incurs a two-stroke penalty.

3. In stroke play, a player's ball is on the putting green. He finds that the hole had been damaged, with a large part of the lip overhanging the hole. There being no official nor greenkeeping staff available and not wishing to delay play, the player repairs the damage to the hole himself.

- A. Player has proceeded properly.
- B. Player incurs a two stroke penalty for touching the line of putt.
- C. Player is required to suspend play until a greenkeeping worker can repair the damage to the hole.

4. The balls of two competitors come to rest in a bunker near a putting green. When the ball that is away is played, a small stone is dislodged and lands so close to the other ball that it would interfere with the play of the ball. The owner of the ball picks up the stone and throws it out of the bunker.

- A. Player has proceeded properly.
- B. Player has incurred a two stroke penalty for removing a loose impediment from a hazard.

5. A competitor's ball comes to rest in a burrowing animal hole within the confines of a water hazard.

- A. Player is entitled to relief without penalty, but must drop the ball in the hazard within one club-length of the nearest point of relief. The ball must come to rest no nearer the hole.
- B. Player may drop within two club-lengths, no nearer the hole, without penalty.
- C. Player obtains relief without penalty by dropping in the hazard as near as possible to the burrowing animal hole, on ground that provides maximum relief. The ball must come to rest no nearer the hole.

Answers on page 9

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Test For Staff — Spray Hazards

by Jeff McKenney

Lawn spray applicators are routinely exposed to toxic chemicals. In order to ensure that your employees are protected from pesticide overexposure, a program is available to provide a safety check. Called a cholinesterase monitoring program, the check ensures that:

1. Susceptible individuals with unusually low cholinesterase levels are not unduly exposed to pesticides which affect the nervous system.
2. Lawn spray operators are employing the necessary precautionary measures in handling these chemicals.
3. If these operators are indeed overexposed to these chemicals, the necessary steps are taken before clinically toxic symptoms occur.

According to Jeff McKenney, general manager of CLC Labs in Columbus, Ohio, constant exposure to organophosphates at varying levels may lead to one of two situations.

One is the well-known acute accidental poisoning accompanied by observable symptoms like headache, blurred vision, fatigue, nausea, and excessive perspiration. This is due to the organophosphate blocking an enzyme in the blood called cholinesterase.

This enzyme actively prevents the built-up of acetylcholine, a chemical responsible for transmitting electrical impulses from nerve to nerve or from nerve to muscle. Thus, excess acetylcholine overactivates the muscles controlling our voluntary and involuntary movements leading to the above symptoms, or in severe cases, convulsions, respiratory depression, and possibly death.

The second situation may occur even at low levels of exposure. Since the inhibitory effects of organophosphates are cumulative, constant contact will lead to a progressive decline of the blood enzyme activity which may or may not be accompanied by clinical symptoms.

It is important that the test for cholinesterase activity be conducted prior to the use of any organophosphate insecticide and periodically monitored throughout the spraying season. The reliability of the biomonitoring program will increase considera-

bly with the frequency of blood sampling.

The results of innumerable tests conducted over the last five years have been thoroughly evaluated and have provided a sound data base for establishing the normal ranges of cholinesterase values. Cholinesterase activities vary over a wide range among individuals and not uncommonly from day to day in the same individual.

Before you initiate this program, the following steps must be carried out as soon as possible:

1. Discuss with your company or personal physician the appropriate sampling and testing program that is specific for your needs. This will depend on the extent and duration of exposure to the organophosphates. The following programs are suggested.

2. Have your physician submit an order for either testing program to a drawing agency or a clinic of his choice. Write to Catherine Buttram, PMI Marketing, P.O. Box 4081, Atlanta, Georgia 30302; telephone: (404) 885-8154 for a listing of a drawing agency in your area.

If you opt not to contact a specific drawing agency, you will have to arrange for a qualified medical person to draw blood and separate the plasma from the red blood cells. (This will have to be done at your own risk.)

3. Carefully follow the procedure list following program II to ensure a successful cholinesterase biomonitoring program.

Program I

Routine plasma and red cell Cholinesterase

1. At the initiation of a cholinesterase testing program, a plasma and red blood cell cholinesterase will be drawn. This will be considered a baseline level for that person with which future test results can be compared.

It is best if this value is determined at a time when the person has not been in contact with cholinesterase inhibitors for at least two months. The time lapse is not mandatory, however, if noted.

2. A plasma and red blood cell cholinesterase will be run



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after the initial exposure to organophosphate and then at every subsequent testing interval. For example, the accepted practice is biweekly sampling until assurance that subsequent exposure will not decrease cholinesterase levels below a safe threshold.

3. All low or below normal plasma results will be marked for the customer's attention on the report.

4. Under normal circumstances, results will be reported back to the physician or his designate by return mail, or not later than two working days upon receipt of samples in our laboratory. Published literature from a major organophosphate manufacturer will be mailed with the first test results to provide some guidelines on evaluating the significance of test results.

It will be up to you and your physician's discretion whether immediate action should be taken if either or both plasma and red cell cholinesterases are considerably below your baseline values.

Program II

Routine Plasma Cholinesterase with reflex red blood cell cholinesterase.

1. The procedure for baseline determination will be the same as in Program I.

2. Only a plasma cholinesterase will be run at every sampling interval.

3. Red blood cell cholinesterase will be automatically run on these samples whose plasma value is low or below the established normal range. Based on previous clinical studies conducted by a major insecticide manufacturer and current data compiled in CLC's Laboratory, a plasma cholinesterase value below 0.50 pH is considered low.

Program II

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Protocol for Drawing and Shipping

1. The customer or drawing agency can order adequate shipping containers and laboratory requisition slips.

2. It is necessary to fill out a laboratory requisition slip for each box of tubes mailed and also to properly identify the sample on a paper label attached to the tube with the following information: employee's full name, social security number and date drawn.

3. At the time of venipuncture, special care should be taken to ensure no contamination of the venipuncture site with cholinesterase inhibiting insecticides.

It is preferable to draw the sample before the employee has had contact that day with insecticides. If this is not possible, the venipuncture site should be washed thoroughly with soap and water.

4. Cholinesterase tests are to drawn in a heparinized tube. This is a green stoppered vacuum tube containing sodium heparin as an anticoagulant. One, five, seven, or 10 ml. tube will assure and adequate sample.

5. The drawn sample should be centrifuged at 2500-3000 rpm for 10-30 minutes and the plasma removed to a clean glass test tube. This tube should be labeled with the employee's full name, social security number and date drawn. At least one ml of plasma should be submitted to the laboratory for testing.

6. The plasma and red cells should be packed in CLC furnished mailers along with the completed laboratory requisition slip for those samples. The samples must be mailed the same day as they are drawn to ensure immediate lab testing of the samples. Otherwise, delayed testing may compromise the validity of the test results.

Your samples will be processed within 24 hours upon arrival at CLC Labs. The final report will contain the actual cholinesterase levels, the normal ranges established in our laboratory, and specific notations for abnormal values for your immediate attention.

CLC's clinical laboratory staff may discuss the significance

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of cholinesterase values outside the established normal range with your physician and suggest alternative methods to determine more specifically the source of this variance from the accepted normal range.

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Answers to Quiz – 1983 Rules of Golf

Question	Answer	Applicable Rule/Decision	Comment
1	B	Definition 6	Since both balls were lost in the same area, only five minutes is allowed for search for both balls.
2	C	Rule 35-1a Dec. 70-12	The term 'line of putt' in Rule 35-1a means line along which the player intends the ball to travel.
3	A	Rule 35-1a Dec. 72-45	Player is permitted to restore the hole to 4½" in diameter, if no official or greenkeeper is near.
4	A	Rule 11-4 Dec. 57-7	A player is entitled to the lie which his stroke gave him.
5	C	Rule 32-3b	

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We lost all equipment in a fire at the Maintenance Barn on December 8th.

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Pay For Performance

"Pay for Performance, Not Longevity," is the advice of *Small Business Report*. The magazine says that employees should not expect a merit raise simply because they have worked for you another year. This does not preclude cost-of-living raises, however.

If an employee's performance improves each year, he is entitled to a raise that compensates him for his increased skills and contributions. If his performance levels off, so should his raise.

"The below-average, long-time employee needs counseling, not a salary increase," the report says.

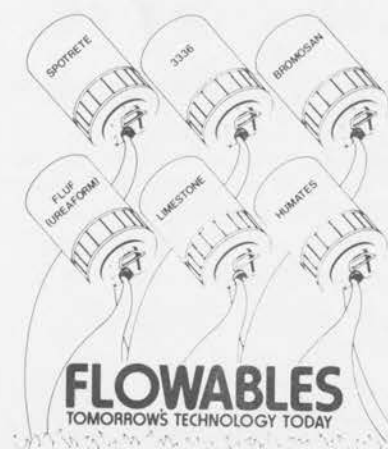
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Study Finds Anger Linked to Mortality

People quick to anger may be quicker to die, says a Duke University scientist who believes hostility can harm the heart as much as smoking or high blood pressure.

Several studies now "suggest that an awful lot of premature mortality may be associated with hostility," Dr. Redford B. Williams Jr. said at a seminar for science writers sponsored by the American Heart Association.

Hostility and anger, he said, may be the dangerous key component of the heart attack-prone Type A personality — people who also are characterized as being highly ambitious and impatient.

Type A personalities are about twice as likely to die of heart disease as Type B people, who are more relaxed and willing to take life as it comes, he said.

In fact, Williams said, "Type A is now generally regarded as a (heart disease) risk factor of about the same magnitude as the traditional ones of cholesterol, hypertension (high blood pressure) and cigarette smoking."

Because half of the American population is considered Type A, Williams said, that's far too many people to subject to preventive medical or psychological care.

To narrow that group, he said, "we have to find out what it is in the Type A person that is really responsible for the increased risk. That's what we're trying to do."

He said more information is needed to explain how hostility affects heart disease and how that might be prevented.

The research involved a measure of hostility included in a widely used personality profile, the Minnesota Multiphasic Personality Inventory.

A Duke-University of North Carolina study of 255 physicians who took the test as medical student 25 years ago found a death rate of 3 percent among those with hostility scores in the lower 50 percent, Williams said.

"By contrast, those who scored higher had almost a 15 percent mortality rate over 25 years . . . from all causes," he said. The incidence of heart disease was five times higher among the hostile group.

A seven-year study of patients at Duke University Medical Center found those with high hostility scores had more severe coronary artery disease than low scorers, Williams said.

These relationships, he said, are independent of other risk factors.

Williams said it's difficult to define just what the hostility scale is measuring. He said his own definition includes such things as a basic distrust of other people, angry reactions to minor irritants and a tendency to release anger in some display of emotion.

He said a variety of evidence shows "people with different psychological characteristics die at different rates. And (perhaps explaining why that happens), different people will show different physiological and hormonal responses to stress."

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Reducing Lighting Costs

Lighting costs can be reduced by lowering light fixtures and using lower-watt bulbs in indoor work areas. Be sure you maintain adequate overhead clearance, however. Lower-watt light bulbs can also be used if you install reflectors behind them. Consider automatic turn-off switches in storage areas and closets.

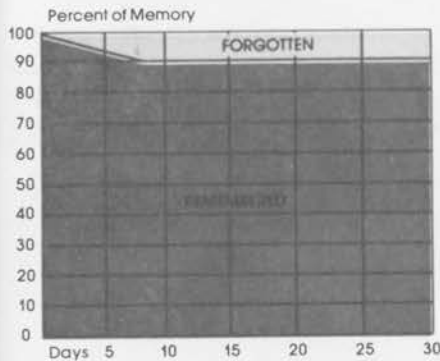
If bright light is not needed, incandescent lighting can be replaced with mercury vapor lamps, saving about 25 percent. Or if you stay with incandescent lighting, use one large bulb instead of two smaller ones (one 100-watt bulb yields more light than two 50-watt bulbs).

White or light-colored paint will reflect more light in work areas — and wash windows often to eliminate light-reducing grime.

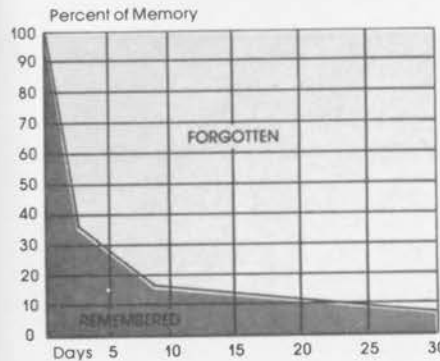
Credit: GCSAA Forefront

Something to think about

The importance of repetition in the memory process



A message read or heard several times a day for eight days is virtually memorized; at the end of 30 days the memory retains 90% of the message.



A message read or heard only once is 66% forgotten within 24 hours and is practically out of mind in 30 days.

Notice

The following definition of an "employee" may be helpful when you are considering hiring your summer help.

Section 2. Subd. 4 of the Workers' Compensation Law defines the term "employee." The definition reads, in part, the term "employee should not include minors, fourteen years of age or over, engaged in casual employment consisting of yard work and household chores in and about one family owner-oc-

cupied residence or the premises of a non-profit, non-commercial organization, not involving the use of power-driven machinery."

Therefore, it is clear that a minor, fourteen years of age or older, who does work in or around a one family owner-occupied, residence which involves the use of power-driven machinery, such as lawn mowers, are to be considered to be employees under the definition of the Workers' Compensation law.

We now consider the next step. The employer of the minor who is operating a power-driven lawn mower must obtain workers' compensation coverage for him.

No minor, under the age of 18 years should be employed unless the minor obtains a certificate of employment which will spell out exactly what type of work the minor can do. If the minor does work which violates the Labor Law and/or the rules of the bureau of labor standards, and, if the minor is injured in a compensable accident, this would constitute illegal employment, subjecting the employer to "double indemnity" under the provisions of Section 14-a of the Workers' Compensation Law.

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