



BEARD
COLLECTION



Tee to Green

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Alexander Radko Wins MGCSA's John Reid Achievement Award

He was one of the real behind-the-scenes heroes in golf.

He was to turf research and management what Jack Nicklaus is to consistency; what Sam Snead is to the swing; what Joe Dey is to the rules of the game and what Ben Hogan was to concentration. In short: perfection, plus.

He is Alexander Michael Radko, the 1987 recipient of the MGCSA's coveted John Reid Lifetime Achievement Award for a "lifetime of devotion and dedication to the game of golf and the science of golf course management."

"I shall cherish this honor, I've always been close to the Met Supers. They're a very special lot," said the retired National Director of the United States Golf Association's Green Section.

Affectionately known as "Big Al" to his legion of friends, admirers and confreres across the land, despite his 5-7 frame, Al Radko attained the very pinnacle of his profession. He is, beyond question, the most knowledgeable, most respected and most honored in his chosen field. A world-renown expert on turf grasses, he devoted 40 years of his life to the field until his retirement from the USGA five years ago. Golf course supers and others across the globe relied on "Big Al" and his research staff at the Green Section. Among the noteworthy turf grasses to come from this research were Merion Kentucky Bluegrass, Meyer Zoysiagrass, U-3 Bermuda and the C-Strains of Bentgrass.

Born and raised in Yonkers, just a drive and three iron from where the legendary

John Reid and his famed Apple Tree Gang introduced golf to America 100 years ago next spring, Radko took to the game as a kid caddie at the Sunningdale Club in Scarsdale under another legend, the late Elmer "Whitey" Voight, Sunningdale professional for a half century, who happened to be a boyhood chum of Radko's older brother, Walter. "They were on the golf team together at Roosevelt High School in Yonkers," Al recalled recently. Al's caddie career was highlighted the day he caddied for one Bobby Cruikshank, one of the pioneers of professional golf in America.

Radko, who logged more than a million miles criss-crossing the country for the USGA, figures he's gathered up the Grand Slam of Awards en route, or at least every major award available to one in the field of turf management, including the distinguished service award from the Golf Course Supers of America, Pennsylvania and New Jersey; the USGA Green Section Award; the Donald Ross Award from the American Society of Golf Course Architects; the Old Course serving Tray from St. Andrews in Scotland and the Captain's Chair from his alma mater, the University of Maryland.

An intensely dedicated servant of the game, Al is quick to credit people like Dr. Fred Grau, his predecessor at the USGA; O. J. Noer, the Extension Agronomist for the City of Milwaukee, the man who invented Milorganite, and the indomitable Eberhardt "Ed" Steiniger, who was for a half century the superintendent at the

incomparable Pine Valley Course in New Jersey, for whatever success he's enjoyed in life.

"These were the pioneers. They were the men who set the pace. I grew up with them and profited immensely from their knowledge and expertise," Radko has said on occasion. "I could not have done it without them."

"I love this game with a passion," he adds. "Who couldn't love it? We spend all day, all year, snuggling up to Mother Nature in the great outdoors. This has been one, long happy holiday for me. It's been more hobby than work."

He has one gripe, one pet peeve, does our unsung hero. He has it in for those guys who play "winter rules" every chance they get.

"Heck, they wouldn't thinking of teeing it up in Scotland," says Big Al with a wink and a smile.

"They oughta bury the guy who invented Winter rules," suggests Radko. "He took the real challenge out of the game. You should touch the ball only twice a hole—when you tee it up, and when you take it out of the cup, period. Otherwise, play it as it lies. It's more fun that way."

He should know, He was a five-handicapper in his prime.

Radko, who makes his home in Piscataway, New Jersey with his wife, Ann, is the second recipient of the John Reid Award. The 1986 Award went to Guido Cribari of Westchester, the retired executive sports editor of the Gannett-Westchester Newspapers, Inc.



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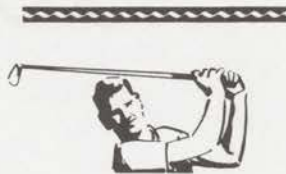
Co-Editors:

Ken Flisek 914-967-2100
John O'Keefe 201-694-0260

Editorial Committee:

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Presidential Message



HOW MANY STROKES?



Dru Scott, in his work entitled *What You Stroke is What You Get*, highlighted three kinds of strokes:

- positive strokes as being the most growthful
- negative strokes as being better than none at all
- the absence of any strokes is usually killing.

Positive strokes are described as feeling warm and fuzzy while negative strokes feel cold and prickly.

In analysing work relationships, Scott points out a pattern that needs improvement: Wrong behavior often gets more strokes, even though negative, than right behavior. For example, the person who is always on time, no absenteeism, who does a good job without creating any problems can easily be taken for granted by the supervisor; and consequently stroked very little. Another person who is habitually late, has high absenteeism, whose work is sloppy, etc. gets plenty of strokes, negative, but strokes none the less.

It is so easy to see mistakes – to criticize. It is harder to stroke positively, to nurture, to “catch ’em doing something right.” In more ways than one, what we stroke on our golf course is what we get.

Scott then goes on to describe a success story of a smart manager whose staff excelled in performance. What was the story behind his motivational success? Simply this:

- a. He created a climate in which it was all right for people to directly ask for and receive positive strokes.
- b. He gave more positive strokes for getting results and solving problems than he did negative strokes for whining, excuses, and low productivity.
- c. He organized work so that his staff members had an opportunity to get strokes for the work itself.

In the final analysis, we cannot make people do things, we can only help create the atmosphere for them to want to. As people managers, we can help them to get the strokes they need and at the same time help our club meet its goals by using positive strokes.

Patrick Lucas, CGCS

Spouse Committee Volunteers

The Social and Welfare Committee is looking for some individuals married to Met GCSA members (class A,B,C,D or L) to help organize association social functions (i.e. summer social, picnic, christmas party) and develop new ideas for enhancing the welfare of the association. If you would like to help out, thank you for calling Scott Niven at (203) 869-1812.

Liability Insurance: Coverages and Exclusions

by John L. Dana

Have you ever wondered what liability insurance protection there is for you — the golf course superintendent?

In a properly designed insurance program, employees of an operation should be included for liability coverages as "additional insureds." This means that they would be included in the insurance protection afforded to the club for claims arising out of "Bodily Injury" or "Property Damage." For example, there would be protection for the superintendent if he backed a tractor into a Mercedes Benz in the club parking area and action was brought against him personally. Similarly, if the brakes failed on the tractor and he injured a club member and action was brought against him individually, he would be protected under the policy.

Unfortunately, this protection is not available under all circumstances. Remember the Time Magazine issue last summer which had as its cover story "Sorry, America, Your Insurance has been Cancelled?" After years and years of a true buyer's market during which extremely broad coverages were available at inexpensive prices, the insurance industry both tightened up their coverages and increased prices substantially. This change in the industry's approach has affected virtually all business entities in all areas of their insurance coverage.

An area of coverage for a country club that has not been very broad during the past few years has now become almost non-existent. This is the area of pollution coverage or environmental impairment. Environmental risks arise from "the discharge, disposal, release, or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids or grease, waste materials or other irritants, contaminants or pollutants, into or upon the land, the atmosphere or any water course, or body

of water." Many common hazards of a golf course operation in the area of environmental impairment are created by the need for using chemicals. This use includes mixing, applying, storing, and disposing of toxic materials. Other hazards not often thought of are swimming pools, underground tanks, PCB's, asbestos and aquatic exposures."

Prior to 1973 the standard General Liability Insurance policy covered Bodily Injury or Property Damage to third parties arising from accidents of any kind. The General Liability form was revised in 1973 to exclude coverage for damage or injury arising from seepage and other forms of gradual or "nonsudden" pollution. (Coverage was still provided for "sudden and accidental" pollution.)

Court decisions of the past few years have greatly blurred the distinction between gradual pollution and sudden and accidental pollution. This liberal legal environment pushed the insurance companies to adopt the use of a new, absolute pollution exclusion. Under the new exclusion, there is no insurance coverage even if the Bodily Injury or Property Damage is sudden and accidental. There is coverage only if a claim arises out of what is known as a hostile fire. A hostile fire is one which becomes uncontrollable or breaks out from where it was intended to be. As stated earlier, what was previously very limited coverage for claims arising out of pollution (in a broad sense) has now evolved into virtually no coverage.

What are the ramifications of this change in pollution coverage for a country club or golf course operation and the golf course superintendent? From the superintendent's perspective, it should not be a cause for panic and concern over the exposure to your personal assets. In almost all instances there is an employer-employee relationship

between the superintendent and the country club or golf course. This establishes a situation where the superintendent is acting as an agent of the employer and court law has precedents stating that an employer can be held liable for the acts of their agents. In other words, if a pollution incident occurs, chances are your employer is going to be required to get involved in whatever action is taken against you and the club. However, if the pollution incident arises out of any gross or willful misconduct by him or his applicators (who are his agents), the superintendent should not expect protection from his employer.

Of course safety is important in any well-managed business, but when one is operating in an area where insurance is not available to cushion the financial impact of a mistake or loss, safety should be of the highest priority. This is not the place for a discussion of what constitutes safe use of toxic substances, but it seems to be appropriate to emphasize how important it is because of the absence of insurance protection.

Remember that at one time or another, all kinds of insurance were new. For example, it was once highly innovative to insure medical or legal malpractice — now they are run-of-the-mill coverages. Eventually, environmental impairment insurance should become available to the club industry at a reasonable price. At this stage the insurability of toxic waste users or generators is a relatively new concept. Once loss experience is compiled and analyzed, underwriters will be able to evaluate the better risk and offer coverage. ■

— John L. Dana is a Vice-President of FAI Insurance Counseling. FAI administers the Metropolitan Golf Association Property and Casualty Insurance Program.

1987 Met GCSA Invitational Host Ted Horton — Westchester Country Club

Ted Horton was an Agriculture Biology student at McGill University (in Eastern Canada) and like so many of us, spent his summers on golf courses. It was at Summerlea Golf and Country Club, in Quebec, that the superintendent and Geoff Cornish, suggested Ted consider golf course management as a career. Stockbridge at U Mass followed, and for over 20 years Ted has been breaking new grounds in his field.

Ted's placement training and first Assistant's position was at Winged Foot, and at age 23, he became their superintendent. He remained there for 14 years before moving to Westchester C.C. in 1980.

Proudest of the full membership support he received even in his earliest days at Westchester, Ted initiated triplex and contour mowing, maintained heavy rough, and aimed to return the courses back to the "target aspect" of golf. Ted is also proud of the "companionship and success" of the dozens of students who have interned under him.

Important qualities for a superintendent to aim for, in Ted's opinion, are honesty,

and fairness. He feels "one should be able to admit mistakes, and solicit help from the best possible sources."

Actively involved since his college days, Ted is currently a Director for the MGCSA, a member of NYSTA, NJTGA, Hudson Valley GCSA, NYSPUC (Pesticide User's Council), MGA Green Section Committee, GCSAA (serving on the Government Relations Committee), and finally, the Westchester County Drought Emergency Task Force. In his remaining spare time, Ted's an avid raquetball player, and he's enjoyed "watching his family succeed and grow." His wife of 22 years, Nancy, is a private school teacher and an active church member. His oldest son Tim, 18, will be entering Johns Hopkins' Pre-Med program this fall. His youngest, Chris, 16, is a sophomore who plays defensive end for his high school football team. ■

Mary Medonis
Assistant Superintendent
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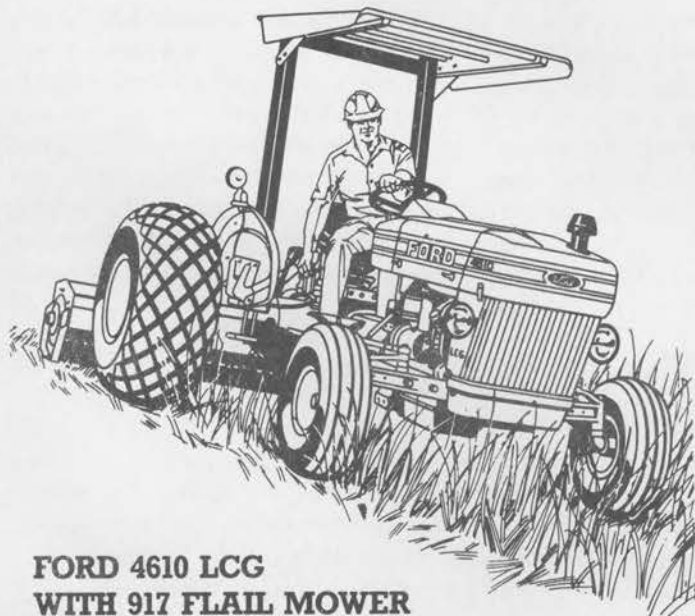


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Pesticide Progress?

by Gary R. Mullane

FIFRA, DEC, NYSPUC, PPUC, METGCSA, 3PF, EPA, DEP, laws, regulations, insurance, certification, registration, pollution, storage, liability, lobbyist, hearings, off-target, labels, notification, material safety data sheet, warnings, respirator, cholinesterase, environment, posting, drift, perceptions and October 21, 1972.

Pesticides have been used by mankind for thousands of years. Sulfurous fumes were used against rats by the Chinese in 2000 B.C., Insect Control in ancient Greek and Roman times consisted of burning sulfur to form sulfur dioxide. Oil was used in 200 B.C., according to the historian Cato, to control pests and arsenic was described for use later on by Pliny the Elder for use in vineyards. It wasn't until after World War II with the increased demand of agriculture that large quantities of pesticides were used.

I doubt that the ancient Chinese, Greeks or Romans had to deal with the agencies,

perceptions and other issues in the first paragraph that we must live with. If they did, they probably used ancient methods to deal with them, methods that undoubtedly wouldn't be acceptable to modern man. That brings us to October 21, 1972. That was the day that the federal government passed the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). It has been amended several times since then, but it is the act that started all the regulations that we now work under.

In short, FIFRA said that states would adopt their own laws to comply with FIFRA. In New York we have the Environmental Conservation Laws, neighboring states have similar laws. Mandated provisions by FIFRA in regard to pesticide applicators included educational requirements, integrated pest management techniques and pesticide monitoring programs. Pesticide applicators are also supposed to be trained in the application and safe use of pesticides by the regulatory agency.

This regulator agency in New York, is the Department of Environmental Conservation (DEC).

Now that we have all the regulatory agencies in place, at the federal and state level, the pesticide user industry should be able to live and work happily ever after. Not quite. What we now have is a state agency that is underfunded and can only deal in a regulatory manner. For instance, the issues regarding the health effects of pesticides on the consumer have received high priority, with no apparent concern for the applicators in the state who are exposed to far greater pesticide exposure than the consumer. The need for a regulatory agency is there. However, by FIFRA, they are mandated to provide certain provisions (education, training etc.) and the DEC is simply not able to do this. The DEC is actually forced to operate in a punitive rather than regulatory fashion. You would think that the DEC would want us to be the most highly educated in the state and not the least educated. The DEC's response to any question of education or information is that they are "under staffed and short of funding." Perhaps we should reply in kind by saying when we don't pass one of their field inspections that "Sorry, we don't have to comply with the law, we're under staffed and short of funds." After all, why should we be made to comply when the DEC itself is forced to ignore FIFRA.

Perhaps we should consider ourselves lucky at this time considering what is already happening in other states across America. In California, according to David Dietz, Executive Director of the Public Pesticide Policy Foundation (3PF), "Proposition 65" says that pesticides are banned from use if they can enter water supplies in any way and all those who can potentially be exposed to those chemicals, even in hospitals or convalescent homes, must be notified in advance. Maine has a pesticide container return law, many states already have posting or notification laws, the PPUC in Connecticut successfully beat a notification bill last year, and in New York last year over one hundred twenty-five bills were introduced that would impact our industry.

So what can you do with all the laws,

(continued on next page)

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(Continued from page 5)

special interest groups and liability that we encounter. The public's perception of the pesticide user must be changed. This is slowly happening. Studies have shown that the applicator is always at the opposite end of the spectrum than the special interest group. In the middle, usually, is the university scientists, we all have close contacts with these people and their expertise and writings should effectively be used in our communications.

I've always noticed that the golf course superintendent is quite adept at communicating with his golf members. When a mower is broken or out-of-date or a new method of cutting is found or when an irrigation system must be replaced you tell the greens chairman who passes it, hopefully, to his committee and then to the membership. As your choice of pesticides diminishes in the coming years, informing the members of the loss and effects it will have on the course seems prudent. Telling them now of the problems inherent in the use, handling, application and storage of pesticides would also be wise. You should also consider posting signs or use some other method of informing the golfers of the type of spraying being done or recently completed on the course. Most importantly, find out what your risk and liability is in regard to the use of pesticides, how are you protected now and even once you leave that course.

"Risk and Reward" is a phrase often utilized in the golf course industry, in design and play, the same phrase can be used in the defense of pesticides. The risk of pesticides used on lawns or trees remaining or building up in the environment is unfounded yet the reward is very noticeable. The public recognizes the benefits of pesticides, especially in food production, but they don't realize that pesticides are chemicals, the same as all other substances in the world. Even organically grown foods contain complex chemicals, some of what are highly toxic if taken in sufficient quantity. Lets face it, anything taken in sufficient quantity can kill you.

The public and the legislators have a right to hear both sides of the pesticide issue, not just the anti-pesticide special interest groups'. These anti-pesticide people claim to be environmentalists, but in reality they are "anti" everything. In the green industry I have found some of the hardest working and honest men and women, who care for the environment and are the true environmentalists. We are

good at what we do, care about what we do and are in touch with the environment's future. Now each one of us must let others outside our industry know the good things we do and get active and have our voices heard.

It is tempting at times to throw up our hands in total discouragement and either stop using pesticides altogether or keep on with business as usual and hope we don't get caught in a routine inspection or worse get into an accident. We are not at the end of the world. The pendulum is still swinging and will eventually come to rest somewhere in the middle and the activists will be on to some other issue. The best thing anyone can do is become and stay as knowledgeable as possible about the materials we use and the target pests, keep our subordinates informed and keep our operations as close to "compliance" as we can. Always be able to demonstrate that you are making an effort and we'll all be better off. ■

The author, Gary Mullane, is a past president of the New York State Pesticide Users Council and is currently a class C member of the MetGCSA.



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17	WGA Caddy Scholarship Pro-Am	Metropolis C.C. Bruno Vadalo, sup't.
18	LIGCSA Meeting	Middle Bay C.C. John Carlone, sup't.
25	MetGCSA Invitational	Westchester C.C.
25	Turf Research Field Day	U. of Massachusetts South Deerfield, Mass.

JULY

9-12	U.S.G.A. Senior Open Championship	Brooklawn C.C. Peter Bly, sup't.
28	MetGCSA and Hudson Valley Joint Meeting	Ardsley C.C. George Pierpoint, sup't.
23-26	U.S.G.A. Women's Open Championship	Plainfield C.C. Plainfield, N.J.
July 29 - August 2	The Commemorative (Senior PGA Tour)	Sleepy Hollow C.C. Joe Camberato, sup't.

Summer Social Party Cruise

The MetGCSA summer social will be held on Tuesday, July 21 on board the "Lady Joan." Please reserve this date on your social calendar as it will surely be a memorable occasion. More details will be coming soon.

The June 18 meeting of the LIGCSA will be at the Middle Bay Country Club. The host superintendent, **John Carlone** is a class A member of the MetGCSA. John has graciously extended an invitation to his fellow Met superintendents to attend the meeting. For more information, contact John Carlone at (516) 766-1838.

Summer has just started, but now is the time to make arrangements to join the fun at the 3rd Annual Golf Course Superintendents Autumn Classic. The tournament will again be played at the Quechee Club in Quechee, Vermont on September 28-29. The entry fee of \$120 includes everything but overnight lodging. Tournament host, **Mark Fuller**, has again arranged for local lodging and condo's will also be available. For more information, please contact:

The Quechee Club
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