



DECEMBER 1972



# Golf Course Superintendents Association

OF NEW ENGLAND, INC.

Sponsors and administrators of the Lawrence S. Dickinson Scholarship Fund — Awarded yearly to deserving Turf Management Students.

## FROSTING FOR YOUR FUTURE

Unless your club has provided a pension plan among your fringe benefits or you have undertaken such protection on your own, you are among the 31 million Americans who do not belong to any pension plan.

This figure is shocking in itself. Another figure, suggested by such critics of the U. S. pension system as Senator Jacob Javits of New York and Ralph Nader, claims that perhaps millions of Americans — enrolled in pension plans — will never see a pension check.

The key to pensions is the concept of vesting, a protective device which the employer now totally controls. This occurs after a certain number of years on the job when an employee gets an irrevocable right to a pension. The only catch here is the time requirement.

In many cases vesting only begins after a minimum length of service, usually 10 to 15 years, and it is this rider to the pension plan that seriously affects people indulged in professions like that of the golf course superintendent.

With this in mind, the Golf Course Superintendents Association of America has been attempting to set up a program for its members whereby vested interest would be transferable. Since the superintendent is exposed to the possibility of frequent job change, this part of the national proposal is especially important.

Unfortunately, the national has nothing concrete to report to the membership at this time and offers in explanation that it has been having problems with the Internal Revenue Service in effecting a program.

Charles Baskin of Waterbury, Conn. has been doubling in his duties as secretary-treasurer and vice welfare chairman. He has been right on top of the situation and in fact became the first member of the national association ever to appear before the House Ways and Means Committee in Washington for the purpose of establishing a fair pension program for the superintendent.

"We've been waiting for a year and a half to hear from the IRS on our plan", Baskin reports. "It all hinges on the substantial forfeiture aspect. What we're trying to do is get approval on a program similar to the golf club managers. I might add that we also are investigating other programs if we don't get an answer from the IRS soon."

Baskin points out that superintendents must approach the method of pensions with the transferable vested rights attachment in mind. "I've heard of many cases where a man left a job with six months to go on his vested rights service requirement", Baskin tells. "And he wound up losing it all. We have to avoid this, since we are apt to move out of a job three or four times in a career."

The national plan would be a three-way agreement among the club, the association and the individual. "Of course, club participation would be on a voluntary basis", he notes. "But from what I've seen I'm sure that most clubs would be happy to participate. Whatever the involvement by them, the fact that vested rights be transferable is the key to the situation."

Your future, then, can be frosted if this vital section of the pension plan is included in the overall program. It is the reason people like Senator Javits, Nader and even the Nixon Administration have been trying to get bills pushed through Congress which would put the vested rights of a plan in motion from the start and keep it working for the employee if he has to make frequent job changes.

"We're not going to sit on this thing much longer", Baskin discloses. "The pension plan for members is one of our top priorities and we'll be ready with a new plan if the IRS doesn't act on our proposal. We want a just plan for our members. It affects all of us, a very important part of our profession being security. The perpetual vested rights rider will insure us of that security."

— Gerry Finn

## NEXT MEETING

The next meeting of the G.C.S.A. of N. E. will be held December 11, 1972, at the Holiday Inn, Newton, Massachusetts. It is important that all members attend this meeting. Not only is this the annual meeting but in the afternoon we will be discussing the duties of our association at the upcoming National. The dates for the National are January 7-12, 1973 at Boston, Massachusetts.

### Schedule for December 11:

Directors' Meeting	10:30 a. m.
Regular Meeting	11:00 a. m.
Luncheon	12:15 p. m.
Convention Discussion	1:00 p. m.

The Nominating Committee has proposed the following slate for 1973:

President .....	Robert Grant
1st Vice President .....	Tom Curran, Joe Butler
2nd Vice President .....	Wayne Zoppo, Lester Allen
Secretary .....	Ronald Kirkman
Treasurer .....	Lucien Duval
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Finance Committee Chairman .....	Nary Sperandio
Golf Committee Chairman .....	Robert Mucciarone
Educational Committee Chairman .....	Larry Bunn
Newsletter Committee Chairman .....	Dean Robertson

# Golf Course Superintendents Association

## DIAL 'R' FOR RAIN

A few of the superintendents from the Connecticut section of the Golf Course Superintendents Association of America were sitting around the chummy confines of the Hartford Golf Club the other week after winding up that group's annual meeting. And weather dominated the conversation.

"This has certainly been one weird year for rain", one offered. "And I have to laugh (now that it's all over) when I think of how Mother Nature can dictate just where your work emphasis will be for the season. A few years back we were all running around checking out irrigation systems to combat a dry spell. This year it's just the reverse. We're up to our necks trying to provide proper drainage for the overflow of rain."

What can be done about this complex turnabout of corrective measures being controlled by the weather? "Control the darn stuff", one obviously soft-headed super piped. And the argument proceeded to develop.

Can it be possible that perhaps some day man will be able to control the weather? The gathering seemed to be divided, although even the negative pushers agreed that eventually we'll be able to produce some form of rain storm at our discretion.

"I can see how it's possible for man to make it rain", a contributor to the session delivered a semi-concession. "But there's no way he'll be able to turn on the sun. I just can't buy that."

Trips to the moon, perhaps a space station on Mars. All of these are things that people categorized with weather control only a few years ago. Now they are happenings which prompt the backers of the sun-makers and rain-splashers to voice optimism in this direction.

"There's only one thing wrong with this", one sharp super inserted. "What do I do if some superintendent a few miles

away doesn't have a good irrigation system and decides he wants an all-night rain when I'm looking for cool, wetless nights? How is he going to be able to isolate that storm he orders? And how will it affect other people in the immediate area?"

That seems to be the universal query of all the superintendents in this particular discussion. And the answer to that appeared almost as far-fetched as the control notion itself.

We'd just have to set up some sort of a system whereby we would have a community need arrangement", a super stated. "If we could confine the rain, say, to within a five-mile area, we'd be able to set it up on a community-need basis."

Of course, the golfer would have to be considered, too. "Yeah", another super snorted. "The golfer definitely wouldn't want any rain during the day, and that might botch up our whole schedule. There are certain days I set aside to work on equipment. Those are the days when it rains. If it never rained during the day, I'd be spending all my man hours on the golf course."

That brought more quizzical looks from the group. Control of the weather just might, after all, not be the savior that it cracked up to be. "Right", a super added. "I can see my budget needs almost doubling if we never had off-golfing days. I'd have to hire a crew to work on the equipment at night."

Weather control, then, could turn out to be more of a hindrance than a help. However, the conclusion drawn from the group was that some kind of control was coming in the future. "We probably will be able to dial 'R' for rain", they summed it up. "But dialing that 'S' for sun. That's another story."

Dial yourself a rainstorm? Don't laugh. You may have your digit doing just that one of these days. Woweee!

— Gerry Finn

## TOURNAMENT WINNERS



Jim Browning, Phil Cassidy

Browning-Cassidy won the John Shanahan Tournament at BraeBurn again this year! This is the fifth time since 1960 that they have won this tournament and Cassidy has played

in it for the past twenty-one years. Both are from the Weston Golf Club, Weston, Massachusetts.

The Seniors Tournament was won by the very capable Julius Aksten of the St. Mark's Golf Club. For those of you who didn't know, Julius is in the Hospital recovering from a knee operation. Good luck for a fast recovery, Julius!

\* \* \* \*

## PRESIDENT'S MESSAGE

Due to unforeseen circumstances we were not able to have a meeting of the membership of the G.C.S.A. of New England at the Highland Country Club on November 6, 1972. Our next meeting will be held on December 11, 1972 at the Holiday Inn, Newton, Mass. Directors will meet at 10:30 a. m. sharp; regular meeting at 11:00 and lunch at 12:15. This is our annual meeting and everyone should make an effort to attend. After lunch we will meet again to review all arrangements of the National Turf Conference and Show. It is important that all directors, committee chairmen, committee members and interested members attend.

We are looking forward to a large turnout.

Bob Grant

President, GCSA of New England

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**SOUND OFF !!!!**

*(The mailman has been good to us this month. Arriving are some of the most interesting letters we've received in many a spin of the Sound Off table. Remember, these contributors comprise the readership of the New England Newsletter and it is their way of telling us what they like and dislike about any golf subject . . . even some of the articles they see printed here. So, be part of the growing number of writers who have come to make this feature a most interesting one. Gather up your opinions and send them to Newsletter Mail Box, 24 Riverview Drive, Newbury, Mass. 01950. The Newsletter reserves the right to comment on all letters published).*

\* \* \* \*

"Your article, 'When the Manpower Goes Off', Newsletter September '72, is very well done. I am pleased that we rearranged the school calendars so that the first semester finishes before Christmas, and students will be available the second Monday in May for work. This will be a big boom in that they can be available one month earlier.

"The severe problem of fall return to school earlier continues, and there is no easy solution to it. Some people are turning to construction where possible during the summer as an attempt to use their manpower just to get the work done. Some will be turning to manpower groups for short term labor for special projects.

"The 'Sound Off' column you have month by month makes good reading. Sometimes it is hard to determine what is progress. Those of us who bounced around over the U. S. appreciate the diversity of things faced.

"Keep up the good work!"

**WILLIAM H. DANIEL**  
Turf Research & Extension  
Purdue University

Thanks for the back-pounding, Bill. We certainly get the manpower when we go to the mail bag.

\* \* \* \*

"I am writing to you people about a very important subject, one close to my heart . . . even though it may not appeal to the male members of your readership.

"I heavily endorse the use of wildlife flowers on the golf course and want to stand counted as one who appreciates the beauty of a golf course as well as its architectural and grooming advantages.

"Don't think me to be a meddling old maid, because I write of such things. However, I am taking the liberty of suggesting to your members certain publications which might aid the superintendent in providing the golfer with the natural beauty of flowers in bloom.

"The list includes such as 'How to Grow Mayflowers from Seeds and Cuttings', 'Terrariums, Their Making, Planting and Cultivation' and 'Helpful Hints in Conserving Wild Flowers.'

"Please forgive me for butting into your business, but

I'm simply overjoyed everytime I see those pretty flowers bordering a golf course and spreading their own joy to people like me."

**MAUDE MAYBERRY**  
Vernon, Conn.

Maude, don't you dare apologize for anything. You're the greatest since that little old lady from Pasadena!

\* \* \* \*

"You hit on a beautiful discussion in the October '72 Newsletter — 'In Union There Is Strength', It is a tough one. As I sit at my desk and get phone calls, it is always a problem when someone is needed or when somebody is released. Most country club committees hire only one person; while they are on the Greens Committee they hire a superintendent. If he is fired, usually someone else fires him and then with limited expertise they hire another. It is a real dilemma.

"There are some rules of thumb . . .

"1. Always be above board with the man being replaced. Always assume that the word will get out locally and there is no point in trying to be secretive, kind, understanding. If there is reason to replace him, admit it.

"2. Allow time to canvass the field. I have heard of fifty people inquiring about one job. I have seen a committee sort out more than twenty letters and applications. Fine! We can do the same thing with engineers, public relations firms, architects, or any other professional group.

"3. There is prestige connected with education, and we keep telling people turf is technical and getting scientific, and that there is much to be learned about turf care. That is why when someone ignores their professional expertise their position can erode.

"Finally, it seems to me the superintendents have never had security or better conditions for their continued professional practice than now. Certainly as I work I see men interested in upgrading good conditions than trying to cover over poor conditions."

**WILLIAM H. DANIEL**  
Turf Research & Extension  
Purdue University

You have strung out some worthwhile guidelines for the country club job filler. Let's hope he takes advantage of them.

\* \* \* \*

*(That puts the 30 mark on things for this time around the Sound Off circle. The Newsletter is indeed gratified to find that people with the professional stature of William H. Daniel take time out to express their views in this column. We welcome such words of wisdom and invite more of same from everyone interested in spreading the word of the superintendent. This page belongs to you. You can spread your message. Surely . . . you have one!)*

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\* Contributors to the Lawrence S. Dickinson Scholarship Fund

# NEWSLETTER

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