

THE CONN. CLIPPINGS



AUGUST 1972

VOL. 5 No. 3

PROFESSIONALISM IN TURF

A. J. Powell, Jr., Turf Specialist, Co-operative Extension Service, University of Maryland — From the Agronomist, December, 1970.

Certainly we are proud of our profession. As golf course superintendents, sod producers, general turf managers, consultants, or as general turf laborers, we can excel or relax into a state of self-satisfaction. Because of the broadness of a golf course superintendent's job, let's consider some of his needs and short-comings as a professional.

Every facet of a golf course superintendent's job is very challenging and interesting. His work is inside and outside. He strives to get the greatest efficiency out of his labor and superiors. He must be able to manage labor as well as show respect for his superiors and course members who are also professional men. He must be able to discuss his problems intelligently because his lack of knowledge will be most obvious if he begins to hedge, make excuses or stretch the truth. He must have a positive approach.

How could the superintendent be bored? Very often he becomes so familiar with his problems that they become a part of him and his course and the solution seems impossible. It may not be an impossible task except in the mind of the club or the superintendent. We often talk about how a club may be completely swayed to one opinion by a golf professional, but the same holds true with a turf manager. We often blame an act of God or poor turf research in a particular area for things that we do not feel we can accomplish. The real case may be that we have not tried to accomplish the task. A good greens chairman will make periodic suggestions to the superintendent. Some of

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FEDERAL OCCUPATIONAL SAFETY & HEALTH ACT

The Williams-Steiger Occupational Safety and Health Act of 1970 (OSHA) which establishes on-the-job safety and health standards, applies to all golf courses. An employer is required to have his course, and everything in or on it, in a non-hazardous condition at all times. For example, all holes (presumably not the ones on the greens which encase the cup) must be guarded to protect employees from falling into or through them regardless of where they may be situated. Use of tractors, carts, sprayers, aerators, mowers, and other golf course machines, is covered by OSHA standards. Likewise, fertilizers and pesticides, disposition of dangerous materials, walking and working surfaces, personal protective equipment, environmental controls, fire and medical and first aid protection, materials handling and storing, machinery and machine guarding, powered tools, electrical requirements, etc., are covered.

The standards that affect golf courses (same as for all industries) are contained in Part II of the Federal Register of May 29, 1971 entitled "Part 1910-Occupational Safety and Health Standards." A copy of this, as well as all other needs and information, can be obtained from the regional office, Department of Labor, Hartford, Conn.

Penalties for non-compliance can be severe. The following are germane to all golf courses:

- Failure to post the official OSHA poster — \$50*
- Failure to post citation received at the worksite — \$500*
- Failure to post OSHA from 102, summary — \$100*
- Failure to report fatality, or incident (Continued on Page 2)*

PRESIDENT'S MESSAGE

It has become quite clear after attending our monthly meetings over the past several years, that the greater percentage of our membership couldn't care less concerning the operation and business of our association.

When the officers and directors have their board meetings, you see some of these people at the bar, playing cards or just shooting the bull with fellow superintendents, when they should be attending the meeting. After all, they are voted into office to guide and direct our association. Maybe we should have a better screening program before we elect some of these people into these positions.

When the open business meeting is being held you see the same twelve to fifteen people at this meeting and the same fifty to sixty faces at the bar etc.

In order to have a strong association, and to meet our objective as stated in Article II of our by-laws, it takes every members help and co-operation. This means having maybe one or two fewer drinks and maybe not winning that extra dollar playing cards, and getting into these meetings. You never know, you might have something of value to add to these proceedings. Let's all be a little more conscientious and make an effort to attend, for the only one who is going to benefit from it is you and your club.

All members are eligible to attend the open business meeting but only Life members and "Class A" members have the right to vote.

Let's get every member involved in our association, not the same twelve or fifteen.

ROBERT VIERA

CONNECTICUT ASSOCIATION OF GOLF COURSE SUPERINTENDENTS

President Robert Viera
Vice President Frank Lamphier
Secretary David Stimson
Treasurer James MacDonald

Board of Directors

Roger Barrett John Lynch
Gary Bryant Harry Meusel
William Dest Robert Tosh
Charles Baskin

The object of this association is to promote research, education and an exchange of practical experiences in the field of turf grass culture so that the increased knowledge will lead to more economic and efficient management of golf courses and related turf areas.

The CONN CLIPPINGS is an official publication of the Connecticut Association of Golf Course Superintendents.

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Easton, Conn. 06612

PROFESSIONALISM IN TURF

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these may be suggestions that are repeated week after week. Certainly this helps refresh the superintendent's mind and helps him to set priorities on work to be accomplished. This interested greens chairman is often criticized and told that his particular request could only be accomplished during the following winter or during the following summer. That is, we want to put the job off for another season. Certainly, this is not always bad because many jobs should only be accomplished during certain seasons, but a continuous record of these suggestions must be maintained. With this kind of pressure, how could one become bored? The perfect course has never been built or maintained and certainly the perfect superintendent has not been created.

When one mentions the difficulty of his job, then you can be assured that he is at least trying. Because of problems peculiar to a course, every superintendent has the hardest job. When he begins to feel that things are easy, then he should change jobs. This situation should never happen because Nature is unknown and we seldom can relax.

When a superintendent completes his responsibilities by 8:30 a.m. each morning and spends the rest of the day in the clubhouse, his home, or just

generally goofing off, then he is not displaying a professional image. His men or superiors do not like it, and he is damaging the entire profession. Why be so careless?

One should never hesitate to train his men as much as possible. Certain jobs should not be reserved for yourself just to show everyone you are necessary. With this type of supervision, respect will be lost. Subordinates should be allowed every educational opportunity possible. If you can create a real turf interest in the minds of laborers, they become professionals and not just "yes" men.

I would like to quote from two paragraphs of a paper presented to the Virginia superintendents by Dr. Roy E. Blazer. (*Tenth Virginia Turfgrass Conference Proceedings: Turf in the Future. Pages 77-79. 1970.*)

"We need to make a careful job analysis to make tasks easier and more efficient. Each one of us must maintain a positive attitude of usefulness and an honest day of services every day should be our goal. The best men in the labor pool will support a leader superintendent that 'knows his stuff'. If we are not committed to an honest day's work, don't expect our labor associates to do so. The associates that you employ will soon become aware of your organizational ability, your intelligence, and flexibility in an aggressive turf service program. Good men want to be associated with a dedicated professional and leader — your acts will speak louder than your words.

Another difficult problem is communications with the organizations that employ superintendents and professionals. The golf course superintendent of the future must become articulate in verbal and written communication to inform the greens committee and members on soil climatic, and biot'c interrelationships of turf management. Members must be informed about the many disease plagues and management problems and how they are counteracted. They should know something about the idiosyncrasies of grass response to watering, fertilization, and mowing management under various environments and grasses. If there is a special difficulty with a tee, a fairway or a green, it would be well to communicate with the membership on the causative factors. Such communications with members will make your tasks easier as they begin to understand a little about grass ecology. In addition, members will respond to such educational communication, as many will introduce desirable turf management practices to their home lawns."

FEDERAL OCCUPATIONAL SAFETY & HEALTH ACT

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in which five or more employees are hospitalized — \$200
Failure to maintain OSHA form 100 Log, or form 101 — \$100
Failure to compile OSHA form 102 — \$100

Actually, depending on the gravity of the violation, good or bad faith of the employer, his safety record, and size of business, the employer can be fined up to \$1000 a day per violation.

Just recently, safety standards for construction vehicles covering roll-over protective structures were amended by the OSH Administration. The vehicles covered by the amendments include all rubber-tired, self-propelled scrapers, front end loaders and dozers, crawlers, tactors, crawler-type loaders, motor graders and wheel-type agricultural and industrial tractors of more than 20 horsepower used in construction work. The standards require that roll-over structures be able to bear at least double the weight of the machine or meet the Society of Automotive Engineers criteria and minimize the likelihood of a complete overturn, thereby reducing the possibility of the operator being crushed. Any machines with a roll-over structure that meet the requirements of the State of California, the U.S. Army Corps of Engineers or the Bureau of Reclamation of the U.S. Department of Interior in effect on April 5, are considered to be in compliance with the new standards. The roll-over structures must be installed under a progressive schedule of dates. The effective date of these amendments for new equipment is September 1, 1972. The amendments contain a schedule for effective dates for retrofitting machines built after July 1, 1969. The retrofit date for machines manufactured prior to July 1, 1969 has been delayed pending further study. The Construction Safety Advisory Committee recommended the adoption of five standards recently issued by the Society of Automotive Engineers on roll-over protection to update the amendments. The five involve prime movers; wheeled front end loaders and dozers; track-type tractors and front end loaders; motor graders; and laboratory evaluation of the protective structures. Geo. Guenther, Assistant Secretary for Occupational Safety and Health, the Department of Labor, indicates that OSH Administration will initiate action in the near future to implement the amendments.

NATIONAL AFFAIRS

The following letter was submitted the Nominating Committee of the Golf Course Superintendents Association of America:

FROM: Mr. Frank E. Lamphier
National Affairs Chairman
Connecticut Association of
Golf Course Superintendents

RE: Mr. Charles G. Baskin

DATE: 20 June 1972

It gives me great pleasure to submit for nomination, the name of Charles G. Baskin, for the office of Vice President of the Golf Course Superintendents Association of America.

We feel Charlie has done an outstanding job as President Emeritus of our local association, as a director of our national body, and as Secretary-Treasurer of the G.C.S.A.A.

It is on the above qualifications, that we, the Connecticut Association of Golf Course Superintendents, submit his name for nomination. Thank you for your consideration.

*Very Truly Yours,
FRANK E. LAMPHIER
National Affairs Chairman
C.A.G.C.S.*

Let's all get behind Charlie and do what we can for his nomination.

THE GRASS CATCHER

by Bob Osterman

A nominating committee has been formed by Bob Viera, President of the C.A.G.C.S., to select a prospective slate of officers made up of men that can uphold the dignity, encourage the support and stimulate progress of the association. This slate will be voted on at the annual meeting to be held in November. The committee consists of the following members: *William Dest*, University of Conn. Chairman; *Edward Anderson*, Wallingford C. C.; *Everett Pyle*, Hartford, Conn.

Anyone who would wish to submit someone's name for possible consideration for a position on this slate, please contact one of these committee members. All Names should be submitted no later than September 1, 1972.

Life saving addition to every First Aid Kit for people who are allergic to insect stings. One bottle of Adolph's Meat Tenderizer.

The Doctor's prescription is to dissolve 1/2 teaspoon of tenderizer in one or two teaspoons of water and rub over the bite.

The tenderizer is rich in papain, a protein dissolving enzyme which breaks down the venom. A dose of this will stop the pain of most insect stings in seconds if applied immediately.

Safety Aids to be used around Country Clubs.

- 1—Hard Caps
- 2—Rubber Gloves
- 3—Rubber Suits or Apron
- 4—Mouth and Nose Mask
- 5—Fire Extinguishers in all Buildings and Equipment
- 6—Safety Glasses around grinding wheels
- 7—"No Smoking" signs near gasoline and combustibles
- 8—First Aid Kits in Maintenance area
- 9—Metallic Spigots — Not Plastic for 30-50-gal. drums

FRANK DOWNEY

SEE LITTLE

It's amazing how little we see or, put another way, how seldom we see little. Little what, you ask? And the answer is little things — a myriad of them. Little things that individually are inconsequential but collectively create a bad impression on our golf course or playground or park, as the case may be.

We have become so accustomed and, I'm afraid, conditioned to litter, for example, that frequently we don't really see it — much less do anything about it. If we as supervisors see these things as they exist — and don't correct them, we can hardly expect our employees to do so.

Observation is an art that requires both training and hard work. All your people have their eyes open, because if they are closed you must assume they are asleep and you fire them, but what do they see? Or even closer to home, how much do you yourself see? Sure we see the big picture, the obvious, and react accordingly. Unfortunately, however, we are so close to our work and see it so often that we sometimes fail to take notice of some of the little tasks that are a headache to us, but are also most annoying to our patrons. We should never lose sight of the fact that these patrons are, in a sense, our "bosses," they are paying the freight. They notice all the little things, so, if we're smart, we should make sure that we and our people notice them as well.

What are other "little" things we tend to ignore or neglect? The list is endless: tee towels missing, no water in ball washers, inoperative ball washers, missing tee markers, no tee markers, leaking or inoperative drinking foun-

tains, broken tree limbs, broken flag poles, missing or shredded flags, grass clippings dumped improperly, hole cups set wrong or not changed, equipment left out, etc., etc., etc.

Any one of these "little" things can happen ten minutes after we leave them in good shape, but any one of them that are allowed to stay that way very long indicate that we're not seeing little enough and often enough. It may not be fair, but all too often we're judged not by the excellent greens and fairways, but by our failure to see and correct that one little thing.

It goes without saying that seeing is only the first step. After the little thing is observed and noted immediate-steps to correct the situation should be taken or the whole thing is an exercise in futility.

TOURNAMENT WINNERS

Following is a list of the tournament winners for the meeting held June 6 at the Farms Country Club in Wallingford.

CLASS A

Gross — R. Barrett
Net — M. Ovia

CLASS B

Gross — B. Silva
Net — T. Pepe

ASSOC.

Gross — R. Kennedy
Net — L. Russell

GUESTS

Net — T. Manning

FOR THE DAY

Low Gross — F. Lamphier
Low Net — G. Bryant

KICKERS

- M. Ovia
- B. Viera
- L. Kowalski
- D. Ryiz
- R. Barrett
- A. Arinson
- B. Scully
- D. Hosking
- E. Anderson
- R. Witowski

MEMBERSHIP REPORT

The membership report of the Connecticut Association of Golf Course Superintendents as of August 1, 1972 stands at 138 after dropping 12 delinquents.

Class A	109
Class B	10
Associate	19

CHANGE IN PUBLICATION SCHEDULE

GCSAA HEADQUARTERS — Readers of THE GOLF SUPERINTENDENT are reminded that because the 44th GCSAA Conference and Show will be held January 7-12, 1973, in Boston, Massachusetts, a month earlier than in past years, it has become necessary to change the publication's schedule.

It will be issued as follows for the remainder of the year: July, August/September, October/November and December (Special show issue). The journal will continue to follow its rigid mailing schedule of the first week of each publishing month and readers can still expect to receive their copies early in July, August, October and December.

Chapters planning to run an ad in the Conference issue must get their material to Headquarters (THE GOLF SUPERINTENDENT — 3158 Des Plaines Avenue, Des Plaines, Illinois 60018) no later than November 1.

G.C.S.A.A. MANAGEMENT SEMINAR FINAL DECISION MAKING

Limited to GCSAA members only, Wednesday and Thursday, December 6-7, Hartford, Conn.

Register now! The seminar is limited to 50 GCSAA members on a "First Come, First Served" basis-determined by postmark on envelope. Make check payable to: GCSAA — Management seminar, and send to Golf Course Superintendents Association of America, 3158 Des Plaines Ave., Des Plaines, Ill. 60018.

PULLING WEEDS WON'T HELP

Research work at South Dakota State University showed that the root system of a single plant of field bindweed will penetrate the soil to a depth of 4 feet in one season and spread 2 1/2 feet laterally. By the end of three growing seasons, the roots had extended downward 18 to 20 feet and covered a circle 17 to 18 feet in diameter. It only took two growing seasons

for Canada thistle roots to penetrate 4 feet deep and extend to cover an area 31 feet by 62 feet.

What of those weeds that can produce new shoots from root buds? One patch of seven leafy spurge plants increased to 372 plants in three years!

If you decide to pull, you'd better watch where you throw the weeds. Perennial noxious weeds have massive root systems which contain up to a three years' supply of stored food.

THE FOLLOWING COMPANIES ARE CONTRIBUTING TO THE SUPPORT OF THE CONN. CLIPPINGS:

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WILLIAM DEST
William Dest, CAGCS member
Stolens - C-1, Arlington
C-19, Congressional
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