



JUNE 1977



Golf Course Superintendents Association

OF NEW ENGLAND, INC.

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Warming Up To It

Al Radko—he of the USGA Radkos—draws an imaginary line through Eastern golf country. “It starts up in Poughkeepsie,” he explains, “and goes down to Hartford. . . then across to Boston; and even might meander on to the Cape.”

On one side of that line this winter, the golf course took the usual route of sleeping off weather’s hangover. On the other side, it had a rough time getting rid of the head-banging effect.

“I heard they had a real winter on Cape Cod,” Radko remarks. “I would say that three areas had it hardest. . . Northern Connecticut, Northern New York and all of Massachusetts. It’s too bad we don’t have as much time to fight the effects of winter as winter had settling in on us.”

Radko reports that the Metropolitan New York-New Jersey section had too many mid-June days in the beginning of May.

“That’s really rough on the golf course superintendent”, he discloses. “What the golfer sees and what the superintendent feels are two different things. The golfer is ready to go at the drop of back to back 60-degree days. You can’t blame him. . . but.”

The but, according to the USGA Green Section expert, has to do with those temperatures. “There are two things the golfer should consider,” Radko explains. “At this time of year (early spring), the air temperature is warmer than the soil temperature and that’s where the conflict of golfer and super originates.”

Radko admits country club membership pressure on the super can lead to over-reaction. “It’s very tough,” he tells, “Some pressures are so demanding that the superintendent overdoes everything he should do in moderation. This causes forced growth of grasses and it hurts in the end. I’m always fearful of the dangers of too much fertilizer on the plant.”

Radko wishes there were some way to get that air temperature in line with soil figures without causing any problem.

“Those 60-degree days often mean 30-degree nights,” he reasons. “What happens is that the roots of the plant are way down in the soil where it hasn’t been warm enough. They’re cold and clammy. And it’s only a matter of time until they’ll warm up to it. However, telling the golfer that the ground is cold while he’s playing in shirtsleeves is a rather complicated development.”

Happily, Radko reports no unusually serious winter injuries to courses other than a sporadic frequency of irrigation pipe breaks. “I heard that the Cape had many problems along that line,” Al says. “We found that there was more than the normal amount of breakage. But in some places where we expected it to happen, it didn’t. Nature dictated when and where it would happen.”

There wasn’t any earlier than usual openings along the Eastern seaboard. However, Radko thinks more people were playing golf in the early spring than what would be considered ordinary.

“What happened were those warm, warm days we enjoyed so early,” he tells. “It didn’t do that much for the grass, its color and all. But it certainly drew much traffic. As I said before, golfers warm up to playing much faster than the soil warms up to providing a comfortable home in which the grass grows and prospers. But these are the things we have to live with.”

Each spring it just so happens, eh?

Gerry Finn

Last months meeting was canceled due to the freak snow storm. The voting for an Associate Membership for Edmund B. Fraser and Robert J. McIntyre will be done at the July meeting. Also the by-law proposals will be voted on at the July meeting.

NEXT MEETING

June 13, 1977
Franklin Country Club

Superintendent & Chairman Golf Tournament
Lunch 11:30 - 12:30
Golf 1:00 pm Shot Gun
Dinner 6:30 pm

DIRECTIONS: From Rte. 495 take King St. exit to Rte. 140. Take right and club is about 1 mile on Rte. 140. From Rte. 128 take Rte. 95 South to Rte. 1 South. Off Rte. 1 take Rte. 140 to Franklin. Club is on Rte. 140. Please send in your dinner reservations. If last minute change please call Gary Luccini at 1-617-528-3534.

Gary Luccini is our host Superintendent this month. Gary is a 1962 graduate of the 2 year program at Stockbridge School of Agriculture. From 1958 to 1962 he was assistant at Franklin C.C. From 1963 to 1967 he was assistant at Dedham Polo & Country Club under Bob Mucciarone. In 1967 he went to Pine Oaks Golf Club where he built that golf course. He was there until 1970. He came to Franklin C.C. in 1971 and has been there ever since. Three years ago he built an additional 9 holes at Franklin C.C. The new 9 has Penncross putting greens and a bluegrass mix on the tees and fairways. This is a challenging 18 holes with water on 14 holes. We’re all looking forward to visiting Franklin C.C.

Golf Course Superintendents Association

Donald Ross. . . Patron Saint

Donald Ross, the patron saint of golf architects everywhere, wouldn't turn over in his grave but he might do a couple of sit-ups if he were around today to witness some of the "modernization" alterations on his original designs.

Those changes are not meant to take away from the genius of Ross who is responsible for the layout of over 500 courses in the United States. That's more courses than any architect living or dead. For example, Robert Trent Jones is upward to 400 in his personal file and he's considered next in line.

Geoff Cornish, the respected and successful architect, recalls Ross and his approach to the game. Cornish was among an army of members of the Society of Golf Course Architects who spirited the drive for Ross' inclusion in the Golf Hall of Fame.

Obviously, Ross is held in high esteem by the association he founded. "We honor him every day," Cornish reminds, "by wearing the architect blazer. It is made of Ross plaid, you know."

Cornish says that perhaps the most frequent change in the old Ross course is getting the ninth green back to within reasonable distance of the clubhouse. "Playing only nine holes was a cardinal sin with Donald," Cornish laughs. "Consequently, when he laid out a course he made sure the ninth green was as far away from the pro shop and clubhouse as possible. Well, times have changed and with economic urges accompanying them, we've had to relabel some of the holes so that the first and 10th holes start from the clubhouse. Oh, there are some courses sticking to the original map, but they are on the decline."

Another Ross trademark was having at least one blind par three hole in the lot. "Donald thought this added intrigue to the round," Cornish tells. "But for reasons that are practical in nature, many of those blind holes have been revamped. I think I spent one full year changing them. Again, the modernization demands were at the basis. It helped to speed up play. . . and avoid accidents."

The question arises, then: "If Ross' courses were so magnificent and his work that praiseworthy, why all the change? What was so great about Donald Ross?"

Cornish again. . . "Donald Ross was a pioneer in the field, an innovator who changed the whole concept of golf course design. His ideas were the forerunner of strategic design compared to the old penal design. In effect, he helped open up the game for all types of playing ability."

Ross first did this with his placing of bunkers. Before he went to work on this phase, bunkers punished the poorer player and let the better play go scott-free. The strategic relocation of them rewarded finesse instead of concentration on length.

Along the way there has been other up-to-dating of the Ross golf course. In this day, smaller tees handled the traffic then but they have had to be enlarged because of heavier play now. His greens were also smaller—for the most part. Architects went wild in expanding greens for a while but they're backing into a more reasonable compromise between the original and the exaggerated size.

Ross, who came to this country from Scotland around the turn of the century, has been dead for almost 30 years. But his memory is perpetuated in such legendary layouts (local, that is) as

On behalf of the Golf Course Superintendents Association of New England I would like to express the sincere sympathy of the association to Arthur E. Anderson on the loss of his wife Diana A. Anderson. Mrs. Anderson passed away on April 30, 1977 after an extended illness.

Worcester, Longmeadow, Mount Holyoke (Orchards), Brae Burn. . . and the list goes on. No wonder his prodigies and peers have canonized him. He is, indeed, their patron saint.

Gerry Finn



Who says good help is hard to find? Larry Bunn, Superintendent at Blue Hill C.C. is shown with Lisa Sohm, Playboy's Playmate of The Month for April, 1977. Miss Sohm was doing modeling work for the magazine Hot Rod Show World which used Blue Hill C.C. for taking pictures of cars from the recent Auto Show held in Boston.

EEOC True-False Test

In place of Newsletter Notes this month the following true-false test may be of interest to our members. The test is from the Equal Employment Opportunity Commission. Answer the questions and keep the test, the answers will be in the next issue. Good luck!

INSTRUCTIONS: Circle "T" for "True" or "F" for "False." For either true or false, depending on the circumstances, draw a circle between the "T" and the "F." The abbreviation "BFOQ" means "bona fide occupational qualification," as determined by EEOC.

1. Title VII of the Civil Rights Act of 1964 prohibits job discrimination based on race, color, religion, sex or national origin.

T F

2. The Equal Pay Act as amended in 1972 does not exempt white-collar executive, administrative and professional employees.

T F

3. Age discrimination in the Employment Act of 1967 prohibits job discrimination based on age, but protection is limited to those who are at least 50 years old but under 65.

T F

4. There is nothing in Title VII that requires you to hire someone who is incapable of doing the job.

T F

5. Word of mouth recruiting is generally considered acceptable.

T F

President

WAYNE ZOPPO
9A Village Green North
E. Providence, R.I. 02915
Home Phone 434-1759
Office Phone 434-8512
Club Affiliation
Agawam Hunt

First Vice President

DEAN ROBERTSON
24 Riverview Drive
Newbury, Mass. 01950
Home Phone 462-4540
Office Phone 254-3678
Club Affiliation
Chestnut Hill Country Club

Second Vice President

RONALD KIRKMAN, CGCS
25 Green St.
Needham, Mass. 02192
Home Phone 444-8412
Office Phone 444-5548
Club Affiliation
Needham Golf Club

Secretary

DAVE BARBER
1 Murriel Road
Chelmsford, Mass. 01824
Home Phone 256-4417
Office Phone 358-4882
Club Affiliation
Wayland Country Club

Treasurer

DONALD HEARN
4 Topeka Road
Chelmsford, Mass. 01824
Home Phone 256-8709
Office Phone 384-5905
Club Affiliation
Weston Golf Club

Trustee

PAUL JOHNSON
RFD 1 Locust St.
Middleton, Mass. 01949
Home Phone 777-0902
Office Phone 777-1134
Club Affiliation
Ferry Country Club

Trustee

ARTHUR WASHBURN, CGCS
520 No. Main St.
Cohasset, Mass. 02025
Home Phone 383-3532
Office Phone 383-1870
Club Affiliation
Cohasset Golf Club

Trustee

MAX MIERZWA
106 Crestwood St.
Chicopee, Mass. 01020
Home Phone 594-4996
Office Phone 592-9540
Club Affiliation
Chicopee Country Club

Finance Chairman

AL AUGER
3 Andover Rd.
Beverly, Mass. 01915
Home Phone 927-0060
Office Phone 922-3511
Club Affiliation
Folly Hill Country Club

6. Relying on "walk-in" applicants is usually an acceptable recruitment procedure.

T F

7. A policy of recruiting mainly from within the company is always acceptable.

T F

8. Administering general aptitude tests prior to hiring is an acceptable procedure.

T F

9. Requesting an arrest record on an application form is not permitted.

T F

10. Title VII states that no employer has to give preferential treatment to any individual or group in order to meet a quota.

T F

11. Title VII permits differences in pay based on a bona fide seniority system.

T F

12. The employer can be held responsible for subtle forms of discrimination by white employees against minority employees (for example, where Negroes did not use the snack-bar facilities because white employees gave them the impression that they weren't wanted).

T F

13. An employer may refuse to hire an individual on the grounds that he is not a U.S. citizen.

T F

14. If a department head is aware of discriminating practices or remarks directed by whites against minority individuals, it is assumed that the general manager is also aware of them.

T F

15. An employer must accommodate the religious needs of his employees with regard to the Sabbath.

T F

16. Courts have ruled that an employee may refuse to join a union on religious grounds and also refuse to pay union dues or fees.

T F

17. An employer may refuse to hire a woman because the job is "too strenuous" for her.

T F

18. A restaurant operator may refuse to hire waitresses because management assumes that customers prefer waiters.

T F

19. If supervisory training is made available to members of one sex, it must be made available to members of the other.

T F

20. Sex is often a BFOQ.

T F

21. If a job requires lifting of more than 60 pounds, it is safe to confine recruiting to men only.

T F

22. Equal overtime opportunities must be available to both sexes.

T F

23. It is legal to have a policy to require a woman to start maternity leave two months before delivery.

T F

24. Employers may refuse to hire a woman for a job entailing heavy lifting if the state law has set maximum weight-lifting limits for women.

T F

25. State laws governing pay and working time can excuse an employer from complying with the Equal Pay Act.

T F

26. Where the jurisdictions of Title VII and the Equal Pay Act

overlap, EEOC will accept the interpretations made under the Equal Pay Act.

T F

27. If a group of men paid \$2.80 an hour are performing the same work as a group of women whose pay rate is \$2.20, the men's pay must be reduced to \$2.20.

T F

28. Paying different rates to temporary employees hired for the same type of work performed by permanent ones is not necessarily a violation of the equal pay rules if the temporary employment lasts no longer than three months.

T F

29. A pay differential between older (40-65) workers and younger ones is permitted on the assumption that older workers as a group are less productive.

T F

30. It is lawful to require employees considered for certain positions to have a high school diploma and pass certain aptitude tests.

T F

31. Help-wanted ads may be placed in classified columns headed "Male" and "Female."

T F

32. Asking for photographs from job applicants before employment does not in itself violate the law.

T F

33. Companies may not use tests in which minority group people do poorly unless the test has been validated by the American Psychological Association.

T F

34. The EEOC has generally sanctioned the use of skills testing which is job-related.

T F

35. Unions are subject to the same restrictions as employees under the anti-discrimination laws.

T F

36. Organizations may now file charges on behalf of persons who allegedly are victims of employment discrimination.

T F

37. It is possible to indicate a hiring preference for persons 40-65 years of age, so long as no discrimination is made within that age group.

T F

38. Women employees who express interest in supervisory positions when they become vacant ought to be at least considered even if they happen to be poorly qualified.

T F

39. Psychic injuries resulting from discrimination may result in monetary awards under the Civil Rights Act of 1964.

T F

40. It is lawful to pay women differently from men with respect to overtime.

T F

41. State laws governing pay, working time, and the like, may excuse an employer from complying with the Equal Pay Act.

T F

42. If a state requires that women be paid overtime after working a certain number of hours, then men are entitled to the same overtime premiums, even if both are exempt from overtime under the federal law.

T F

43. A company may have a policy of not hiring females with pre-school children.

T F

ANSWERS NEXT MONTH

Information contained in this publication may be used freely, in whole or in part, without special permission as long as the true context is maintained. We would appreciate a credit line.

Golf Chairman

BRIAN COWAN
Robins Way
Harwich, Mass. 02645
Home Phone 432-3041
Office Phone 945-9230
Club Affiliation
Eastward Ho Country Club

Educational Chairman

PETE COSTE, CGCS
89 Pleasant St.
Medfield, Mass. 02052
Home Phone 359-7247
Office Phone 566-0240
Club Affiliation
The Country Club

Newsletter Chairman

LARRY BUNN
145 Dedham St.
Canton, Mass. 02021
Home Phone 828-7266
Office Phone 828-6540
Club Affiliation
Blue Hill Country Club

Past President

THOMAS CURRAN
Fox Chase Rd.
South Sutton, N.H. 03273
Home Phone 838-5438
Office Phone 863-4500
Club Affiliation
Eastman Golf Club

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5 Summer Drive, Winchendon, Mass. 01475
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Philip A. Wogan
Golf Course Architect
21 Budleigh Ave., Beverly, Mass.

* Contributors to the Lawrence S. Dickinson Scholarship Fund

NEWSLETTER

Golf Course Superintendents Association
OF NEW ENGLAND, INC.

LARRY BUNN
Newsletter Committee Chairman
145 Dedham St.
Canton, Mass. 02021
Home Phone 828-7266
Office Phone 828-6540
Club Affiliation
Blue Hill Country Club
DONALD HEARN
Business Manager
LEON ST. PIERRE
Co-ordinator
GERRY FINN
Contributing Editor



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