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Michigan & Border Cities Golf Course Superintendents Association

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The President's Message

As the season nears its end, we must look back and reflect on our responsibilities and how we handled them. Did we attack our problems in a business like manner? Did we panic when the going got tough? Did we keep the members informed about our problems?

This past summer was a difficult one to grow good turf. Many small but important decisions had to be made on a moments notice.

A cool wet spring after a cloudy wet fall gave us a weak shallow-rooted grass plant. Along came leafspot to weaken the plant even more.



We really didn't get much of a chance to use our irrigation systems until the 20th of June. The last week of June and again the third week of July, we received unusually large amounts of rain. A real test of our drainage systems.

Late in August and early September, we found ourselves in an extended hot spell - 10 days over 90 degrees - with high humidity!

Now we are in an extended drought. What next? Hang on! The Christmas party is coming up sooner than you can imagine.

Your President,
Ted Woehrle

AUGUST MEETING AT EDGEWOOD



Cecil Kerr, August speaker at Edgewood Golf Club, flanked by Andy Bertoni on left and Dave Montgomery, Supt. Holly Greens, and Walt Lorange on right.

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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.

Position Open

Jim Vaughan - Superintendent, Dearborn Country Club, has resigned his post effective October 1, 1973.

Larry Peterson, the General Manager, has asked us to notify the membership of this fact and suggest that all interested parties wishing to apply for the position of Golf Course Superintendent, submit their resumes to him:

Mr. Larry Peterson
General Manager
Dearborn Country Club
Dearborn, Michigan 48124

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."

Annual Picnic



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Expansive New Shade Shelters in Use in Michigan

A new degree of automation has been achieved by John Zelenka Evergreen Nursery, Inc., with use of the largest "space frames" for shade shelter.

Designed and built by Space Age Industries, Inc. also of Grand Haven, Michigan, the two buildings cover 10 acres of seedlings and rooted cuttings.

Zelenka's "pioneering spirit" encouraged the concept of the immense 1911 foot long corridors that accommodate full-scale tractors and planting equipment. Built of 500,000 feet of two-inch steel tubing bolted together in rugged trusses and support towers, each building's twin arches span a total of 110 feet. Covered with 40 miles of snow fencing and experimental shade cloth, they house 16 tractor-wide rows each.

Zelenka mechanically transplants more than two million young pine, spruce, and fir under the covers and speeds their growth over a one to three year period. The site, 120 acres of Zelenka's total of 2000, is designed to

also provide wind shelter for plants in a vast area between the two buildings. Total irrigation is maintained from excavated surface water.

Michigan's largest evergreen producer, Zelenka has pioneered field potting, "shelved" trucking, the "Hardy Tag", the first use of poly houses in the north, and other concepts.

This was literally the biggest single construction to challenge Space Age Industries according to president R. J. Hemmelsbach. The firm is continually exploring new uses for its bolted-tube designs and is presently developing other agricultural structures along with uses in the field of industry and recreation. For more information contact:

R. J. Hemmelsbach
Space Age Industries
(616) 842-1650

or

Richard Brolick
Zelenka Evergreen Nursery
(616) 842-1367

from The Georgia Turfgrass News

Point of View

A lawyer over in Mississippi named Donald Sweat, otherwise known as "Soggy", was running for office in that last citadel of prohibition. He was put on the spot by the local newspaper as to his position on the whiskey question and the following was his reply.

"Dear Editor, I had not intended to discuss this controversial subject at this particular time. However, I want you to know that I do not shun controversy. On the contrary, I'll take a stand on any issue at any time, re-

gardless of how fraught with controversy it may be. You have asked me how I felt about whiskey; well, brother, here's how I stand on this question. If when you say whiskey, you mean the devil's brew, the poison scourge, the bloody monster which defiles innocence, dethrones reason, creates misery and poverty, yea literally takes the bread out of the mouths of babes; if you mean the evil drink that topples the Christian man and woman from pinnacles of righteous,

Continued on Page 10

Teddy Temper

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"He's not just another duffer. He's chairman of the greens committee."



National Golf Foundation Launches Operation... Golf Update

"Operation - GOLF UPDATE" will be the most comprehensive effort ever made to compile all available significant information about golf and golfers in the United States, according to Don A. Rossi, Executive Director of the National Golf Foundation, which will spearhead the survey of more than 11,000 golf courses.

Rossi explained that golf course records maintained by the Foundation,

Point of View Cont.

gracious living into the bottomless pit of despair and degradation, shame and helplessness and hopelessness, then certainly I am against it with all my power.

"But, if when you say whiskey, you mean the oil of conversation, the philosophic wine and ale that is consumed when good fellows get together, that puts a song in their hearts and laughter on their lips and the warm glow of contentment in their eyes; if you mean that stimulating drink that puts the spring in an old man's step on a frosty morning; if you mean the drink that enables a man to magnify his joy and happiness and to forget, if only for a moment, life's great tragedies and heartbreaks and sorrows; if you mean that drink the sales of which pour into our treasury untold millions of dollars, which are used to provide tender care for our little children, our blind, our deaf and our pitifully aged and infirm, and to build highways, hospitals, and schools, then brother I am for it."

And then he added, "This is my stand, Mr. Editor. I will not retreat from it. I will not compromise. This is my stand."

Anonymous

and dating back to its origin in 1936, are no longer valid since many golf courses have changed in the interim - in ownership, in size, in type of operation and in the facilities offered. He said many new trends in golf course planning, construction and operation have emerged in recent years which cannot be statistically measured by the Foundation's present records. He added:

"To function effectively in meeting the growing demand for help in the development of every type of golf facility we must bring our unique storehouse of golf information up to date."

Rossi said the "GOLF UPDATE" questionnaire has been especially designed for quick and easy fill-out, and features humorous cartoons to make it fun to complete. It is arranged for computer analysis, for quick 'readout' of information. He said:

"This is one survey that will reward the respondents directly because it will produce a useful yardstick for every private, daily fee and municipal golf operation. However, for this yardstick to be truly useful, we need much more than a 'token' response.

"We receive enquiries daily on how many golf courses have installed automatic or semi-automatic irrigation, where they are located, are they successful, what are the problems, etc.

"Other questions involve the use and operation of golf car fleets at the different types of golf courses, mechanized golf course maintenance - even golf course lighting for night play or night maintenance.

"One very important area of informa-

Continued on Page 13



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you and give him the information needed for application.**

Golf Course Etiquette

by WILLIAM MADIGAN, Supt. The Country Club

Communications with the general membership at a golf course etiquette from a "maintenance of the playing surface" viewpoint can be a problem.

Our purpose at the Country Club was

Golf Update Cont.

tion requested is whether the golf operation employs a golf professional, a course superintendent or a manager - any one of these, or all, or a combination of any two of these. The answers to these questions could indicate a need for additional trained specialists for these departments."

Rossi added that the final 'readout' of the survey will not only furnish much additional important information for the Foundation in helping existing golf operations with problems as well as assisting in the development of new golf courses; it will also indicate future directions for Foundation literature and consultant services.

The National Golf Foundation, a non-profit organization dedicated to the development of more golfing opportunity for Americans through its facility and activity development programs, is headquartered in Chicago's Merchandise Mart.

ATTN: Make certain your Club's questionnaire is filled out properly.

to approach our members on a personal basis about care and maintenance of the playing surface.

In discussing this problem with the Greens Committee and Club Professional we decided on having cards printed that could be handed to each player.

Our purpose was to promote pride and ask our members for their assistance in keeping the playing surface in top shape. We were also interested in promoting course etiquette for players who are not members; primarily non-member golf functions.

The following are two cards we had printed, which we can personally hand to the players. Our Club Professional handles these cards through the starters booth. We feel that using these cards will help us maintain the course in top condition and make the players more aware of course etiquette from a playing surface viewpoint.

GENTLEMEN

Remember We Are Guests of The
Country Club of Jackson

Please

1. Keep Carts 30 Ft.
2. Replace Divots
3. Repair Ball Marks
4. Rake Sand Traps

MEMBERS

Lets Keep Our Course Beautiful

Please

1. Keep Carts 30 Ft. from Greens
2. Replace Divots
3. Repair Ball Marks
4. Rake Sand Traps

Thank You
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The "Lions Share" of the Budget... Labor

by TED WOHRLE, Supt. Oakland Hills Country Club

Golf Course labor has been drastically changing during the past 25 years. Shortly after WW II, when labor was plentiful, we had very little trouble finding men ready and willing to work. The war was over and men were looking for work. Wages were low but adequate for the economy at that time in history, plus many of the wives still had jobs from the war days. Young men were planning for the future and an attitude of good relationship between labor and management. These men produced a good days work for their pay.

Most golf courses that survived the war years were staffed with skeleton crews made up of loyal hard working men. There was a certain amount of glamour connected with working on a golf course. There was a little prestige in the Community that was involved when you worked on a golf course.

Small farms were being absorbed by larger farms and many of the farmers and their families were looking for work in similar occupations. Golf course maintenance was quite similar and attractive. There were no big

responsibilities connected with the job and as long as you worked, you got paid. It was outdoor work and it was doing something that they knew how to do. Most courses were located in the suburbs near their farms and transportation was not a problem getting to and from work. It really was quite a pleasant change.

There really weren't many job classifications for this type of individual with his limited education and training. In those days you were either a carpenter, plumber, electrician, auto mechanic, equipment operator or factory worker. (Most of these people were not attracted to the factories.)

Not so today. As time moved on into the 50's and 60's a premium was being placed on "education". Technology was beginning to show in industry. New jobs with fancy titles began to appear. Farmers were still moving off the farm but now they were attaining more education and these new jobs began to appeal to them and golf courses began looking elsewhere for employees. As an example of new job classification; The U.S. Department of Labor now lists some 35,000 job classifications in their "Dictionary of Occupational Titles". Consequently there are many more jobs with more glamorous titles today than was the case 25 years ago. Titles are important as indicated by the fact that the Greenkeeper changed his name to "Golf Course Superintendent".

What are some of the present day sources of Labor for golf course maintenance? Because most of our labor used on Northern golf courses is seasonal, we can only appeal to certain

Continued on Next Page

Results of Picnic Golf Tournament

Results of Picnic Golf Tournament -

Couples Low Gross:

Bob Fauteck and

Mrs. Jerry Prieskorn

Calaway System winners:

Jerry Prieskorn and

Mrs. Bob Fauteck

High Grass winners:

Roger and Gloria Gill

Lions Share Cont.

people. It really isn't a problem of labor shortage as much as it is a problem of finding people that are interested in our type of work. Where do we find these people? We cannot advertise for qualified trained personnel. Unless a person has trained himself for the profession of maintaining golf courses at some turf school or under the direct supervision of a qualified Superintendent, there are no other sources of golf course labor. Occasionally we can find someone that is between jobs or someone that has moved from another area with golf course training but these people are rare.

One good source is from the ranks of the college trained students. Many of these boys are in turf schools and they are being placed on courses between school years. This is a limited group of boys and unfortunately there are not enough to go around. They are studying to become Superintendents and appreciate the additional training that they might pick up under the guidance of a good Superintendent.

You have to place your request for these boys early in the fall. Of course, there are also the regular college students looking for summer employment. These students are usually available between the middle of June until the middle of September. These people usually want to quit a few weeks early (just before Labor Day) to take a short vacation before returning to school. You must have some type of incentive to keep them until after Labor Day. A small bonus can do the trick in most cases. We in Michigan have a very good set up with our summer help from colleges. The University of Michigan is on a Tri-semester system and the Michigan State University is on another system. We have students looking and asking for employment as early as the last week in March continuing through late June. We are able to stagger these people all

summer. Of course, this sometimes means training two summer crews.

Many Clubs can find enough good boys from the ranks of the local High Schools. If you contact the Vocational Ag teacher of the Athletic Director you can normally find a few boys that would like to work with nature and in the case of the athlete he would love an opportunity to work outside all summer and stay in shape. Of course, these people are limited to the times they can work. Many times they can come in after school for a few hours and on weekends. During the summer months they can work for three solid months. If these boys enjoy their work they will often come back all through college.

Another good source of Labor from the students group would be the retarded children. Most school systems have classes for these boys and they are always looking for employment. One receives a great deal of personal satisfaction from working with and helping these students. There are many jobs that they are capable of doing. Such as raking traps, mowing around trees, trimming around fence lines, gardening. With a little encouragement, they become loyal hard working men that are very proud of their work.

We occasionally hire from the ranks of the handicapped. Most cities have a list of these people. The Veterans Administration is a good source for more information and a list of their patients. I have hired a mechanic and tractor driver with one leg, one armed men for mowing greens and even shoveling sand and raking traps. Loss of sight in one eye - poor hearing and even deaf people can make good men on your crew. One nice thing about hiring these people, they are very thankful and repay you with good hard work.

Even though most of our work is seasonal, we can look forward to the

Continued on Next Page

Lions Share Conf.

return of many of these people from year to year if the job is made interesting and challenging enough. A good college student will continue to return each summer until he graduates and enters his own chosen field.

There are several sources of ex-prison inmates who have successfully completed rehabilitation programs and are now able to work. With proper management they become good citizens again and fulfill a need.

School teachers are always looking for summer work. They usually become available about the time you need a good night waterman. They are intelligent enough that they can easily be trained to follow the complicated watering schedules that are necessary to do a good job of watering. The night waterman is usually the most important man on the staff and he must be able to think and understand. Quite often they want to work nights so they have

daylight for family playing.

Many courses in the larger Metropolitan areas have gone to hiring the migrant laborers. They usually are Mexican Americans. They arrive in the early spring and stay until late fall. Very often the Clubs will furnish housing which must meet government specs. Family ties are quite strong. Often the entire Mexican crew may be related in some way to one another. If one quits or gets fired you may lose the entire crew. They are very hard workers and they enjoy their work.

On occasion I have used married couples for certain work. They can make a good team for night watering. During the installation of our watering system, the wires for the Automatic controls were installed and coded by a young married couple. It worked out very well. She even washed our tee towels and uniforms from time to time.

If you have a job that must be done

Continued on Next Page



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Lions Share Cont.

in a hurry you can usually hire men for one day or for one week from several of the different companies that supply men for these jobs. These men are usually drifters and vagrants but it is a good way to get a job done in a hurry. Getting traps ready in the spring time is a good example of an excellent time to use these people.

When looking for a man to work as a steady crew member for the entire season we must use a different approach. You could use the want-ads and spell out exactly what you are looking for and what you can offer and you may get just the man you are looking for.

Men that are looking for steady employment on a golf course are retired military personnel, semi-retired businessmen, firemen, retired farmers, drifters that may stay around for one or more years, they are usually bachelors with little education.

LABOR USE

Now that we have found the men how do we keep them and how do we use them? We would like to do the job with fewer men because of the higher wages being paid and the difficulty in finding people interested in working on golf courses. We must become superior managers.

Properly trained people with incentive to do a good job can save labor - one good man is worth two or more poorly trained men.

We must instill pride and here are a few ways to do this:

1. We must offer fair wages, hours and working conditions. Wages must fit in with the area that you live in. It varies quite a bit from place to place.
2. Let the men participate in decision making.
3. Give them economic security.
4. There must be opportunity for advancement and self improvement.
5. We have to make the men feel that their individual accomplishments are significant and worthwhile.

6. We have to create a positive group feeling.

Because of the acute shortage of interested labor and the rising costs of maintaining a golf course, we have been looking for more efficient ways of doing our job. Industry has been very helpful in supplying us with tools to accomplish this. Some of the new tools available are:

- Larger gang mowers and tractors
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Lions Share Cont.

materials.

These are all fine and appreciated, but is our quality slipping? I think not. But, I think our efficiency is. Many of the tools were instituted to save labor. The only thing I can see that was accomplished was getting the job done quicker and in most cases, instead of cutting down on the number of men, we have continued to use these men in other areas to do other jobs which may not have been done before. We may be over-maintaining our courses. We are cutting turf closer and more often. We are spraying, fertilizing, watering and mowing more areas at different heights of cut, etc. We have produced a thoroughbred which we all know isn't worth a damn when the going gets rough, during the summer months when the grass is going through a period of stress. We have pampered and babied the grass to the point where it just can't make it on its own.

Budgets are going up and up and up. Can we continue to justify it by blaming it on higher costs - hard to get labor - etc.? Maybe we should take another look at management. The more demands put on us by the golfer to do a better job the better managers we must become or our budgets will skyrocket out of reach for the average golf course.

Any neglect of supervisory education in management is to be condemned. Such education is greatly needed because few, if any, Superintendents learn anything about the management phases of their jobs before they become Superintendents. We step into our managerial responsibilities with practically no knowledge of what is expected of us or how our obligations are to be performed.

Let's take another look at our new tools and use them to our advantage for more efficiency. Perhaps we can utilize fewer men and do the same job better for less money if we improve in the area of management.

WEED EATER The Revolutionary NEW Grounds Maintenance Machine That Cuts, Trims, Edges, And Manicures...



Without The Use Of Blades!

Constructed of high-impact nylon. The "WEEDY" head houses 45 feet of super-strength, specially-treated monofilament "fishing line" in 4 supply spools. The entire head revolves at 6200 rpm to make quick work of the most stubborn maintenance problems. A conventional bush blade and saw blade are available for heavy clearing operations.

- 3 HP TECUMSEH GASOLINE ENGINE



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SWEEPERS



MODEL
730HL
PULL BEHIND
SWEEPER

SPECIFICATIONS:

- Sweeping Width 60 in.
- Pick-Up Mechanical, 2 reels counter-rotating interlocking rubber fingers.
- Rubber Fingers Abrasion resistant, high modulus rubber.
- Frame Rugged angular steel, all welded joints and seams.
- Hopper Attached to lift arms, galvanized steel skin riveted to frame.
- Capacity 5 cu. yds.
- Dumping Self dumping, hydraulically operated and is hooked up to tractor pump—activated from tractor seat.
- Stabilizer Shoes Skid type are lowered hydraulically when hopper is raised for dumping.
- Hydraulic System Runs from tractor pump. Sweeper controls mounted on panel of sweeper or run to hydraulic controls on tractor. Consists of (4) cylinders or rams, (1) lowers stabilizer shoes; (2) raises hopper to desired height up to 8½ ft. and (1) dumps the hopper.
- Bearings Sealed, self aligning.
- Gear Box Heavy duty 45 hp.
- Drive to Reels PTO drive to heavy duty gear box, jack shaft and chain (80 runs in lubricant).
- Reel Timing Chain (60) connects reels for counter rotating interlocking feature.
- Tires (6) total: front (2) 16 x 6.50-8 4 ply; rear (4) 16 x 6.50-8 4 ply.
- Steering Front wheels to universal hitch, leaf spring suspension.
- Hitch Universal type, adjustable.
- Height Adjustment Pre-set at factory.

DIMENSIONS:

- Overall Width 72 in.
- Length 128 in.
- Height 80 in.
- Shipping Weight 2910 lbs.

OPTIONAL EQUIPMENT:

- Tires "No-lat" (no tube air trouble) tires and wheels, segmented fibre belting type.
- Thatcher Thinner
- Valve System Includes quick couplers.
- Curb Broom

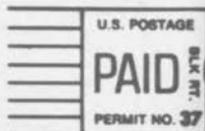
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