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A PEARL IN THE EAST
Dragon Pearl Golf Club, located outside Bangkok, Thailand, is one of the courses making a name for designer Jim Engh, who cut his teeth with IMG and Cotton Pennink.

Oregon ryegrass growers organize bargaining group
Davies’ testimony: safety measures can transform into savings

Continued from page 1

you are supposed to do — not out of fear, but because it's the right thing to do," said Ron Smith, president of Sports Club Management, Inc. in Braintree, Mass., who consults with businesses on compliance with OSHA and risk-management issues. "Even if OSHA doesn’t catch you [in non-compliance], if an employee files a lawsuit, the fact that you’re not in compliance can come back to bite you... It only takes one disgruntled employee."

"OSHA is not out there looking for golf courses, but should they be there investigating a death or injury, or if you get the lucky draw [for an inspection], they can be severe," said Burt McKee, vice president of environmental regulatory services for United Agri-Products in Tampa, Fla.

McKee told of a course where a man had died when the tractor he was operating overturned on him and he drowned in a pond. "OSHA checked over the entire shop," he said. "They found that the grinders were out of adjustment and fined the course $1,350 each for the two grinding wheels."

When he was president of the state and Southern California golf course superintendents associations, Davies was involved in government regulations. "The biggest service I thought we could offer our members was to bring them up to date and help them put programs together to get into compliance," Davies said.

"I always tell [club owners] plan on a 50- to 100-year mentality. When you look at something — especially concerning safety — there is no reason not to do things with a long-term perspective. Do it right and you don’t have to worry about accidents."

Smith said golf courses he has consulted consistently fail in respiratory protection issues, and in some cases hearing conservation.

Yet, "the majority of violations OSHA writes on golf courses are due to HazCom [hazardous communications] violations," said Scott Bell of Bell Pine Golf Club in Vero Beach, Fla. Bell is president of the Florida Golf Course Superintendents Association which, he said, is drafting a 15-point plan on how to cover yourself. We hope to have it done in a year.

At Virginia CC, Davies asked workers’ compensation insurance carriers who were bidding for the club’s business for their suggestions to improve his maintenance complex. Then he carried them out.

"It made our staff really aware of hazards," he said. "We were concerned about it, so we were concerned. When we started, we hired a company whose experience rating was at 1.18, 120 percent (the industry's average for claims being 100 percent). When I left, it was 65 percent. We found that a lot of accidents we had in the past were back injuries, so we set up rules to protect them.

Saying the first responsibility of his job is "always the safety of my staff," he said: "Ten years from now people won’t remember how good or bad the course was on any day. But if someone was hurt, they will remember that."

Therefore these rules:
• People get hurt when they are tired, so less weight must be lifted at the end of the day than the beginning.
• Any time employees ask for help, they get it.
• Don’t lift anything you’re not comfortable lifting.
• Nobody can lift anything over 80 pounds without help.
• Nobody can lift anything over 50 pounds after lunch.
• Nobody need operate a piece of equipment they don’t personally feel is safe in any respect.
• Hard hats, or bump hats, are always worn.
• Safety switches are never bypassed.
• Hearing protection is used.
• Guards are attached to every piece of equipment.
• Anybody can flag any machine. "They did it in writing and we had to respond in writing with what we were going to do to fix it. We always documented everything," Davies said.

Everyone on staff receives respiratory and pesticide training even if they do not work in those areas — "so they will be comfortable with them."

"Don’t look at the job as

Continued from next page

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CIRCLE #136

GOLF COURSE NEWS
Decibel monitoring can be crucial, especially for mower operators

Hearing conservation is a major issue at golf courses, the prime culprits being triplex mowers, weed-eaters and grinding wheels. “Typically, the worry is with the guys who are mowing all day long. The newer mowers are real nice, and may be a non-factor,” said Ron Smith, president of SportsClub Management, Inc. in Braintree, Mass. “Some of the older ones are bad, as are most of the triplex mowers. Their noise levels are anywhere from 92 to 97 decibels.”

“One year you have to 90 decibels there is a sliding scale of how much you can be exposed without hearing protection,” he added. “If you have to speak over normal conversational tones to be heard, you are around 90 decibels. You are allowed to be at an average of 90 decibels for the whole day. At 95 decibels (that’s like a 10-per-cent increase), for only four hours. At 100 decibels you can only be exposed for two hours.”

Florida Golf Course Superintendent Association President Scott Bell said: “We supply all our employees with two types of hearing protection and require that they use at least one of the two.”

Smith suggested superintendents run noise tests using noise meters (available for $60-$70) and audio-metric badges that absorb noise.

Also, crews should undergo hearing tests once a year. “It’s a chronic disability that erodes your hearing capacity over time,” he said. Providing protection is a minor cost that can provide big savings later.

OSHA’s Top 25 general industry violations


<table>
<thead>
<tr>
<th>No.</th>
<th>Subject</th>
<th>Total Violations</th>
<th>Initial Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Written hazard communication program</td>
<td>5,826</td>
<td>$3,170,303</td>
</tr>
<tr>
<td>2.</td>
<td>OSHA 200 log &amp; summary</td>
<td>3,941</td>
<td>1,586,740</td>
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<tr>
<td>3.</td>
<td>Hazard communication-Employee info</td>
<td>3,834</td>
<td>2,427,512</td>
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<tr>
<td>4.</td>
<td>Hazard communication-Labeling</td>
<td>2,367</td>
<td>1,194,210</td>
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<tr>
<td>5.</td>
<td>Posting job safety &amp; health protection poster</td>
<td>2,885</td>
<td>656,205</td>
</tr>
<tr>
<td>6.</td>
<td>Access to employee exposure &amp; med. records</td>
<td>2,166</td>
<td>136,205</td>
</tr>
<tr>
<td>7.</td>
<td>Lockout/tagout-Energy control program</td>
<td>1,960</td>
<td>1,926,388</td>
</tr>
<tr>
<td>8.</td>
<td>Lockout/tagout-Energy control procedures</td>
<td>1,951</td>
<td>2,953,552</td>
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<tr>
<td>9.</td>
<td>Machine guarding-Types of guarding</td>
<td>1,886</td>
<td>2,969,327</td>
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<tr>
<td>10.</td>
<td>Abrasive wheel machinery-Exposure adjustment/safety guards</td>
<td>1,735</td>
<td>878,290</td>
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<tr>
<td>11.</td>
<td>Hazard communication-MSDS</td>
<td>1,626</td>
<td>646,800</td>
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<tr>
<td>12.</td>
<td>First aid-Eye wash/emergency shower facilities</td>
<td>1,583</td>
<td>1,410,260</td>
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<tr>
<td>13.</td>
<td>Lockout/tagout-Training &amp; communication</td>
<td>1,485</td>
<td>8,780,450</td>
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<tr>
<td>14.</td>
<td>Mechanical power transmission-Pulley guarding</td>
<td>1,376</td>
<td>1,123,733</td>
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<td>15.</td>
<td>Wiring methods-Flexible cords &amp; cables</td>
<td>1,228</td>
<td>610,649</td>
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<tr>
<td>16.</td>
<td>Machine guarding-Point of operation guarding</td>
<td>1,157</td>
<td>1,973,635</td>
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<tr>
<td>17.</td>
<td>Abrasive wheel machinery-Work tests</td>
<td>1,156</td>
<td>715,655</td>
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<td>18.</td>
<td>Guarding floor openings, platforms &amp; runways</td>
<td>1,113</td>
<td>1,520,348</td>
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<td>19.</td>
<td>Electric-Guarding of live parts</td>
<td>1,059</td>
<td>1,093,602</td>
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<td>20.</td>
<td>Electric-Wiring/conductor protection</td>
<td>1,020</td>
<td>627,905</td>
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<td>21.</td>
<td>Personal protective equipment-Provide, use &amp; maintain</td>
<td>1,008</td>
<td>1,444,160</td>
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<td>22.</td>
<td>Hazard communication-MSDS maintenance &amp; availability</td>
<td>1,003</td>
<td>488,650</td>
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<td>23.</td>
<td>Electric-Wiring-methods/identification</td>
<td>994</td>
<td>466,265</td>
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<td>24.</td>
<td>Blood-borne pathogens-Exposure control plan</td>
<td>987</td>
<td>795,375</td>
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<td>25.</td>
<td>OSHA Act-General duty clause (employer must provide a safe workplace for all employees)</td>
<td>981</td>
<td>3,583,852</td>
</tr>
</tbody>
</table>

Source: OSHA Compenorized Information System

* — The list of OSHA 1910 general industry citations also contained ten 1926 construction industry violations not included on this chart.

Turn safety into savings

Continued from previous page

Iron, but as people,” Davies urged his colleagues. “Superintendents will spend hours deciding on a mower, yet will hire people in 10 minutes. The machine might cost $15,000 or $20,000 and will last 15 years. You pay the person $20,000 or $25,000 a year. That’s 10-to-one the person over the machine.”

“It’s important to take a lot of care in choosing and training people.”

When contractors come on Davies’ course, they are given a list of various hazards — from bee stings to gopher holes, and foxes and squirrels carrying diseases.

Training is also important, Davies said, suggesting a lot of videotapes and inviting outside experts to speak.

“Unless you’re documenting (training), it does not exist,” McKee said. “Using a camera is the best way to get good advice is to ask the regulators to inspect your facility. Firefighters recommended Davies move the petroleum products and pesticides from the shop. It cost about $4,000.”

Separate pesticides from other buildings

More superintendents are making one improvement: storing the pesticides in a separate structure. The idea, said superintendent Ray Davies, “is: making sure if we did have a fire, the fire department would put it out.”

Indeed, Davies found that the best way to get good advice is to ask the regulators to inspect your facility. Firefighters recommended Davies move the petroleum products and pesticides from the shop. It cost about $4,000.”

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