

BRIEFS



GOLF COURSE TREE CARE BOOK READY

Golf course development and management demands a vast scope of expertise, including the knowledge to care for trees, which perform a crucial role in the strategy, playability and aesthetic presentations of golf courses. To get the most out of trees, superintendents can rely on a publication available from the International Society of Arboriculture. The book provides information to preserve and maintain trees in a manner that adds character and vitality to a golf course. *Golf Course Tree Management* retails for \$60 or \$45 for ISA members. It can be ordered prepaid, plus \$7 for shipping and handling in the United States and \$15 elsewhere, from the International Society of Arboriculture at PO Box 3129, Champaign, IL 61826.

WINDERMERE OFFICIALS NAMED

ORLANDO, Fla. — Linkscorp has named Chris Collins as regional golf superintendent and Peter Sharp and Spyder Klyne as new assistant general managers at Windermere Country Club in southwest Orange County. Windermere General Manager Mike Shubic said Collins will also oversee golf operations at Linkscorp facilities at Eastwood Country Club in east Orlando and Kissimmee Lakes Golf Course in Osceola County. A graduate of Iowa State University with more than 12 years of experience in golf course construction and management, Collins was formerly associated with Stonehenge Country Club in Crossville, Tenn. Sharp formerly served with Hyatt and Sun International, Inc. in the Bahamas. Klyne, a PGA professional, recently came from Brandywine Country Club in Toledo, Ohio.

RUTGERS HONORS GRADUATES

NEW BRUNSWICK, N.J. — The 10th Annual Turfgrass Awards Banquet was held Nov. 6, presented by the Rutgers University, Cook College Office of Continuing Professional Education, the Rutgers Turfgrass Alumni Association, the New Jersey Turfgrass Association, and the Center for Turfgrass Science at Cook College.

The groups honored the 1999 graduates of the Rutgers Professional Golf Turf Management School, Advanced Golf Turf Symposium Attendees, Cook College undergraduate and graduate student scholarship recipients, and turfgrass industry leaders.

UK-US internships a boon for all involved

East Lake Golf Club in win-win situation

By MARK LESLIE

ATLANTA — Scotland, Ireland and England gave America golf. Now more and more golf courses in America are returning the favor, accepting turfgrass students as interns for a year of on-the-job experience.

In the midst of preparing to host this year's PGA Championship in November, East Lake Golf Club is one of the most enticing among the American hosts — much to superintendent Ralph Kepple's delight.

"Interns are wonderful," Kepple said. "They are here to learn. They are willing to do most anything — as long as they know they will do something else later that they will learn on. They're motivated. In this industry right now that is difficult to find."

"I love teaching these guys," said A.J. Horr, East Lake's assistant superintendent. "Interns, including Americans, are the meat of our crew. It's a good trade-off. They are enthusiastic about learning. They ask questions and they challenge you about why you do different things. If I don't have the answer I will look for it. It makes

Continued on page 27



Checking the effect of Graden verticutting on rooting on the practice green at East Lake Golf Club are, left to right, David Hickey, Kevin Bell, assistant superintendent A.J. Horr and Jon Crook.



Program head: Study abroad opens doors

By MARK LESLIE

COLUMBUS, Ohio — Saying that turfgrass maintenance is "an international profession today, unlike any other," Ohio State University's (OSU) program coordinator for International Programs in Agriculture said his training internships are door-openers for American and foreign students alike.

Twice as many students are coming to work at U.S. golf courses as there are

Americans traveling abroad under the agricultural internship program. But Program Coordinator Michael O'Keeffe stressed: "We want to encourage more American students to go overseas and do this. There is an infrastructure. We obtain a legal permit for training that allows them to learn and enjoy the country [they are going to]."

Students from colleges other than OSU

Continued on page 27

NEW ENGLAND CONFERENCE REVIEW

Foreign workers a solution to the labor crunch

By ANDREW OVERBECK

PROVIDENCE, R.I. — With the economy booming and unemployment rates dropping, superintendents are having an increasingly difficult time finding and retaining quality seasonal workers. However, as some golf courses are already discovering, utilizing foreign labor is one way to beat the labor-market crunch.

Speaking at the New England Regional Turfgrass Conference, John Young, president of the New England Apple Council (NEAC) and head of H2a/b Employer Labor Programs, outlined the advantages and availability of a federal work program that allows businesses to bring in seasonal foreign labor.

Young, who has been in the apple business for 38 years, has used foreign labor to supplement his regular workforce for all but one growing season.

"The foreign workforce is hardworking, they want as many hours as they can get and they are willing to do the backbreaking work that local workers don't want to do," he said.

Golf courses, Young said, are eligible for the government's H2b pro-

Continued on page 20

Superintendents encouraged to report activists

By ANDREW OVERBECK

PROVIDENCE, R.I. — Citing the difficulty of keeping up with the increased anti-pesticide activism on the local and regional level, a representative from Responsible Industry for a Sound Environment (RISE), urged superintendents to be more vigilant on reporting and responding to reduced-use legislation proposals in their communities.

In his talk here at the New England Regional Turfgrass Conference, Fred Langley, manager of state government relations for RISE covered several recent reduced-use issues and initiatives that could soon affect pesticide and insecticide use on golf courses.

- Children's health is very high on the anti-pesticide agenda, said Langley. Twenty-five states have taken up the issue of reducing pesticide use in schools and the Government Accounting Office is developing a report on school pesticide use. The state of Maryland requires elementary schools to post pre-notification and notify parents and staff prior to pesticide applications.

- Use reporting and right-to-know issues are also on the forefront and are already required by California and New York State.

Continued on page 16

Canada GSA's president hails association's help

By PETER BLAIS

OTTAWA, Ontario, Canada — Merlin Affleck, head superintendent at Stanhope Golf & Country Club on Prince Edward Island (PEI), was elected president of the Canadian Golf Superintendents Association (CGSA) during the group's recent annual conference and trade show here.



Merlin Affleck

"I found out how professional golf superintendents were when I started this job [as head superintendent at Stanhope] 15 years ago and got involved with the association," the new president said. "CGSA has helped me answer a lot of questions."

Affleck has been at Stanhope since 1980, head superintendent since 1984 and a member of the CGSA since 1986. He is married with four children aged 10 to 23.

During a brief talk at the conference, Affleck discussed his own course and golf in Canada's smallest province, known for its red clay, beautiful beaches, sand dunes and quiet lifestyle.

The 1994 opening of Tom McBroom-designed Crowbush Cove, which hosted the 1998 Molson Skins Game, helped elevate the game of golf on PEI and raised the standards for the rest of the courses

Continued on page 13

Solving the labor crunch

Continued from page 13

gram and that allows employers to bring in workers from any country. The program has several requirements:

- H2b is only available after employers test the U.S. market in the area and it is established that there is a shortage of avail-

able workers. The Department of Labor requires that companies advertise the availability of jobs in local papers.

- Foreign workers can only be brought in to fill seasonal or peak-load positions.

- Companies must meet local wage-rate requirements. These differ from state to state but usually fall between \$9 and \$12 an hour.

"After getting certification

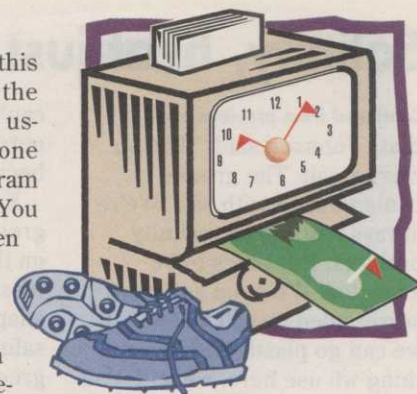
from the Labor Department, the next step is with the U.S. Immigration Service," said Young. "All workers will have to have visas prior to coming to the United States and this will take 30 days." The total time frame for getting workers approved is about 90 days.

Young has been accessing foreign labor through Florida East Coast Travel, a division of Florida Fruit and Vegetable that sources workers from Jamaica, Barbados

and Mexico.

According to Young, using this program eliminates many of the headaches associated with using foreign workers. "Anyone who comes through this program is 100-percent legal," he said. "You don't have to worry about green cards or mismatching Social Security Card numbers."

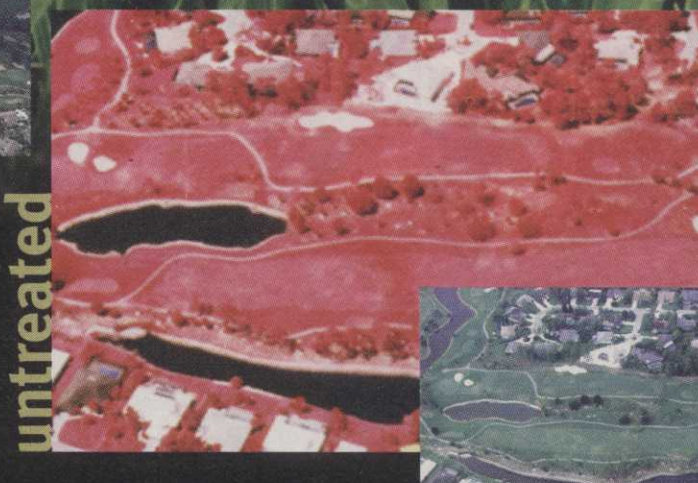
Mexican workers generally work cheaper than those from the Caribbean be-



Healthy Appearance & IMPROVED PLAYING CONDITIONS FOR LESS THAN \$5 AN ACRE



The treated course has an overall healthy appearance and offers improved playing conditions.



untreated

The untreated course exhibits dry spots and an overall unhealthy appearance.

1-800-257-7797

West Course (10th and 15th hole shown in left photo) was treated with 1 quart of InfilTRx per acre on a monthly basis beginning February 1998, the East Course (4th and 5th hole shown in right photo) was left untreated.

Near infrared and aerial photography at Imperial Golf Club in Naples, Florida, captures the benefits of using InfilTRx Soil Penetrant on fairways.

AQUATROLS
Formulating For Effectiveness

5 North Olney Ave., Cherry Hill, N.J. 08003
1-800-257-7797 or 1-856-751-0309
Fax 1-856-751-3859
www.aquatrols.com

cause their government does not place requirements on the employers. However, Young pointed out that there are generally more language problems with Mexican workers, they have no medical program and they are extremely unhappy if they work just 40 hours a week.

On the flip side, Caribbean workers have a liaison staff that handles all worker problems. Additionally, they speak better English, have health insurance and their governments provide police checks and physicals. There is also a predesignation program that allows employers to get the same worker back year after year. "This gives us an experienced workforce," said Young. "We do it with 85 percent of our workers."

As a result, workers from the Caribbean are more expensive. Employers must cover the cost of travel for each one (at least \$650) and find them proper housing.

Other costs involved with bringing in foreign workers through the H2b program:

- Immigration charges a flat \$110 processing fee, no matter how many workers are being brought in.
- Travel costs will range from nothing to the whole thing. Workers from Mexico will often pay at least half the travel costs.
- Advertising job availability in local papers will run between \$100 and \$500.
- Employers must provide some form of transportation service to take workers shopping and to get them back and forth to work.

"There is an available supply of good workers," said Young. "But you have to go through the steps to do it. You have to deal with the Department of Labor which is hostile to the program because it is their job to find Americans work."

Therefore, Young recommends that potential users of H2b consider it only for jobs that are long enough to spread out costs and make it attractive to workers. Companies should also team up with others in the area to bring in workers collectively.

All of the effort is worth it, said Young. "You pay for what you get. And what you get is a highly motivated workforce that will want to come back year after year." ▶

Photos were taken June 8th, 1998.