

NEWS OF THE INDUSTRY

GCSAA Pension Plan Closer to Reality

Necessary steps are now being taken to formulate a pension plan for the 3,700 members of the Golf Course Superintendents Assn. of America. It is hoped basic plans can be drawn up for discussion at the executive committee meeting of the association at the GCSAA International Turfgrass Conference and Show Feb. 16-21 in New Orleans.

Congressional approval of the pension reform bill has enabled the GCSAA to begin formulating plans for a pension plan for its members. A GCSAA spokesman said the association is now in the process of accepting bid-type proposals from three different companies that handle these type of pension plans, although no timetable has officially been set for enacting a plan.

The problem before passage of the pension reform bill was the portability of pension for an individual superintendent. When a superintendent left a particular job, he lost all his pension benefits. Under the new law an individual can set up

an "IRA," an Individual Retirement Account.

The GCSAA would possibly serve as a financial passthrough and would hold the "mother" account wherever the superintendent chose to work, and the pension funds would stay with the individual superintendent. The government has said up to \$1,500 a year can be put into an IRA, and a superintendent might negotiate with his employer for a percentage of this to be paid by the employer.

A recent survey by the GCSAA has indicated there is a tremendous interest in a plan of this sort among its members. It is hoped that plans can be drawn up within a year at the latest to get a pension plan actually working for superintendents.

After the GCSAA accepts a proposal from one of the companies it is negotiating with, approval must be obtained from both the Internal Revenue Service and the Dept. of Labor.

Wage Abuses Can Cause Club Problems

On January 1, the minimum wage increased to \$2.10 per hour, and the Federal government is conducting investigations of violations of this new law.

Investigations are conducted on complaints received, a spokesman for the Federal Div. of Equal Pay and Employment Standards of the Wage-Hour Div. told GOLFDOM. The spokesman also said investigations arise from complaints that point to industry-wide employee underpayments.

For example, last year the Wage-Hour Div. received 40,000 complaints that led to 60,000 investigations. The major portion of the additional investigations was a

result of complaints indicating certain widespread underpayments for employes in particular areas and industries.

The spokesman warned that it is up to club officials to raise wages to applicable rates to the club situation under the Fair Labor Standards Act. And once again, on Jan. 1, 1976, the minimum will increase to \$2.30 an hour for most employes.

During the first quarter of fiscal year 1975, the Wage-Hour Div. found minimum wage underpayments in excess of \$5 million involving nearly 40,000 employes. Millions of dollars in back wages have been paid by employers already in the past 15 months.

New Food Management Book Focuses in on Menu Theme

Luring the customer into a dining room has been one of the principle problems for the foodservice industry for years, but a new book on the market might have a few answers for restaurant operators.

"*Management by Menu*", the latest work by Lendal H. Kotschevar emphasizes the role of menu planning in foodservice operations. The author identifies the menu as a purchasing guide and work order to the kitchen as well as a merchandising message to the customer. Long regarded as the key to success, the menu stands as the restaurateur's tool in planning his enterprise. The book attempts to give the foodservice executive a clear answer to the questions facing them, whether they are concerned with getting the most out of their budget or making a profit.

The book is being published as a service of the National Institute for the Foodservice Industry and is being utilized as an integral part of its current food management course. Further information on the book and its related course can be obtained by writing the NIFI at 120 South Riverside Plaza, Suite 856, Chicago, Illinois 60606.

Club Execs Begin to Realize Golf Cars Are Moneymakers

With money worries becoming more of a problem every day for golf clubs across the country, management is looking for more ways to make money with their existing facilities.

One Eastern club has worked out a plan with use of its golf cars that has proved both beneficial to the club and to the pro. The pro used to run the golf car concession by himself apart from the club. Now the club has taken over control of the cars, and the pro still realizes 15 percent of the concession in exchange for minor bookkeeping chores.

"We have almost 40 cars," an official of the club told GOLFDOM. "It is a moneymaking proposition, there are no two ways about it. The pro still gets 15 percent, and he doesn't have to worry about the cars as he did before and he can devote more time to the pro shop."