

CALIFORNIA CLIPS AND CUTS

ANNUAL MEETING WRAPUP

Record numbers attended the Annual CGCSA meeting this year at The Resort at Squaw Creek in Tahoe. Held in June, the meeting drew attendees from every corner of the state. The site offered spectacular scenery as well as fantastic golf, great meals, and luxurious rooms. Mother nature couldn't have

been kinder. The golf course looked spectacular surrounded by the snow-capped mountains of Squaw Valley.

The educational theme of the meeting was "Environmental Management in the 90s." The program featured specifics on how Squaw Creek manages to meet the tight environmental regulations that were required to

develop Squaw Creek Meadow and how they maintain the course without the use of chemicals. A representative from the Sierra Club spoke on the Club's feelings about golf courses, in general, and specifically about the development of Squaw Creek Meadow. Unfortunately, there was not time for questions or rebuttals.

Weather for the Annual Tournament couldn't have been better...nor could the outcome. Northern Cal's

Chapter Team consisting of Jeff Schafer, Mark Michaus, Don Naumann, Mike Ligon, and Randy Gai took top honors in the DowElanco Scholarship Team bracket, followed by So. Cal and San Diego chapters respectively. Superintendent Low Gross was won by our own Randy Gai, with Corey Eastwood taking a respectable third. Second place went to Dick Rudolph of San Diego. Superintendent Low Net flight was won by Jeff Pifferini. Don Naumann took the Commercial Low Net flight. Commercial Low Gross went to Jim Davis of San Diego.

Next year's meeting, being coordinated by Central Chapter, will be at Alisal in Solvang on May 22-25, 1994.

NATIONAL NOTES

Certification Question

If you intend to meet the education requirements for certification eligibility with CEUs, they must be earned from GCSAA's Division I curriculum of seminars.

You can get a complete list of specific seminar titles by contacting GCSAA's education department and asking for the "Continuing Education Curriculum" brochure. Call 913/832-4444 or write GCSAA, Education Department, 1421 Research Park Drive, Lawrence, KS 66049.

Candidates for '94 board sought

Nominations for the offices of president, vice president and director of GCSAA are now being accepted. All members of the association

and affiliated chapters are encouraged to submit nominations for these leadership posts.

Nominations must be received no later than **September 1, 1993**. The Nominating Committee will meet later in the fall to determine the slate of candidates for the '94 election.

Nominations should be sent to Stephen G. Cadenelli, CGCS, Nominating Committee Chairman, GCSAA Headquarters, 1421 Research Park Drive, Lawrence, KS 66049-3859.

Explanations of qualifications, terms of office and responsibilities of GCSAA's board of directors have been received by Dale Hahn. You may call Dale for more information.

Important: This year, the deadline for affiliated chap-

ters to name voting delegates is **October 1**.

Bill Roberts Resigns From National Board

Past President, Bill Roberts, has resigned from GCSAA Board of Directors over a disagreement with current President Randy Nichols, CGCS. The board brought an independent management company in to review the office policies and procedures of the national association. Mr. Roberts voiced his concern over many of the decisions made by this company, however, he was overruled in the decision to accept their recommendations. Mr. Roberts has written a long letter to all the chapters explaining his disagreement with the decision and his reason for resigning his position.

State Board Holds Election Meeting

The state board held its quarterly meeting on Sunday prior to the Annual Meeting getting under way.

One of the major topics decided at this meeting was the hiring of an association manager. DJ King of King & Company in San Diego was selected to fill this post.

The board decided not to publish a state directory. This information will be published in an upcoming issue of *California Fairways*.

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STATE ELECTION

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New officers were elected for 1993-94. They are:

PRESIDENT

Bob Tillema (Central)

VICE PRESIDENT

Dave Flaxbeard (Southern)

SECRETARY

Dale Hahn (San Diego)

TREASURER

Randy Gai (Northern)

Participation and Follow-up

The CAL/OSHA requirement for employee training is found in: Title 8, Section 3203(a) (1) Employers shall implement training programs designed to instruct employees in general safe work practices and specific instructions with respect to hazards unique to the employee's job assignment.

In addition to this law, there are specific requirements for training under Work Exposure Section in Title 8, such as; Carcinogenic Materials #5209, Equipment/Machinery Operation #3202, Hazardous Material Handling #5194, Respiratory Protection #5144, etc.

Safety Rules

- 1) Statement of company safety policy: This affirms your company's commitment to accident prevention

- 2) Safety Rules: These rules identify pre-cautionary measures that management is requiring the work force to follow based upon recognized hazards
- 3) Disciplinary Procedures: Outlines the disciplinary procedures in the event that safety rules are ignored.

Safety Inspection

The purpose is to identify and correct unsafe conditions and work practices BEFORE an accident occurs.

Accident Investigation

- 1) Where did the accident occur?
- 2) Who was involved and what happened? Describe action or procedure being done, the injury, the tools or equipment involved, anything unusual about procedures or personnel.
- 3) How and when did accident occur?
- 4) COMPLETE REPORT TO YOUR WORKERS COMPENSATION CARRIER IMMEDIATELY
- 5) Recommend corrective action if any. Make sure all employees are notified of the corrected policies, procedures, etc.

Place all this information in your employee manual and give a copy of the manual to each employee. This is to be done regardless of the number of employees.

Finally: Keep everything in writing. Have employees sign that they have been

trained, have been provided a copy of the safety rules and disciplinary procedures, and have received a manual outlining above. A written record will back you up in the event you are investigated by OSHA.

SBA 198: SAFETY RULES

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- 3) All employees given new job assignments;
- 4) Supervisors in order to know the hazards to which employees under their immediate direction may be exposed.

Key words in training:
Preparation, Presentation,

Dealing with Different Cultures

If you're speaking in English to audiences that don't use English as their first language, consider these suggestions:

- **Speak slowly and enunciate well.** But be careful not to talk down to people. Chances are they may be well-educated in their own language, but it may take more time to process what they hear.
- **Avoid idioms.** People whose first language is not English tend to take them literally.
- **Remember that humor doesn't translate well.** Puns are especially ineffective.
- **Be wary of sarcasm.** When a boss sarcastically told an employee, "You just made my day," the employee didn't understand.
- **Be careful about direct eye-contact with many Asians.**
- **Don't be upset if people from other cultures show little reaction as you speak.**
- **Realize that people from other cultures may be reluctant to ask questions.** They don't want to look stupid in front of their colleagues and they don't want you to "lose face" if you don't know the answer.

CLASSIFIED ADS

CLEARANCE

5 Jacobson Walking Greens Mowers.
Excellent Condition
\$850 each

Ryan Greens Air 1
Working Condition
\$500

Met-R-Matic 1
Excellent Condition
\$500

E-Z-Go GXT300
Needs Engine Work
\$300

Cushman 3 Wheel
Working Condition
\$400

Cushman 4 Wheel
Model 899547
Hi-Lo Plus Power
Takeoff
Working Condition
\$500

Toro Pro 84
For parts or can be
rebuilt \$100

Contact Corey
Eastwood
Stockdale Country Club
7001 Stockdale Highway
Bakersfield, CA 93009
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