

## CALIFORNIA CLIPS AND CUTS

**C**alifornia chapter will again submit the name of **Ali Harivandi** to GCSAA for the Distinguished Service Award. Mr. Harivandi's name was submitted last year along with that of Victor Gibeault. Mr. Gibeault was presented with the award. Because of Ali's tireless efforts on behalf of superintendents in Northern California, and in the state, his dedication to keeping us informed through articles and speaking engagements, and his contributions to the Insti-

tute, it was decided to submit his name once again for this prestigious distinction.

### Annual Meeting Topic Sought

Central Chapter is researching topics for the state meeting in 1994. Anyone having ideas should contact John Beltz.

A suggestion was made to consider combining a full day GCSAA seminar in conjunction with the state meeting to

add to the educational benefits.

The 1994 meeting will be held May 15th at the Royal Scandinavian Inn in Solvang. The tournament is May 16th at the River Course at the Alisal.

### State Scholarship Monies Awarded

The state board decided at its August 21st meeting to distribute the \$3,300 balance in the CGCSA scholarship

account evenly among the six local chapters. The state currently has no scholarship procedure in place; each of the local chapters does.

This money came from the tee sponsorships at the Hi-Lo annual meeting two years ago.

### State Hires Manager

CGCSA recently hired DJ King of King & Company in

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## NATIONAL NOTES

### GCSAA Scholarships Available

Scholarship applications have been received from GCSAA for the upcoming school year. If you know of a turfgrass student who would like to apply, please have them contact our office.

GCSAA currently offers three types of scholarships. They are:

#### 1. GCSAA Scholars Program

These awards of \$1,500 to \$3,500 are available to outstanding undergraduates and graduate students who are planning careers as golf course superintendents. Students must have completed the first year of an appropriate associate's or bachelor's degree program (agronomy, turfgrass science, horticulture, etc.). The GCSAA Scholarship Committee evaluates applications based on academic excellence, career preparation and leadership potential. The deadline for applications is October 1.

#### 2. GCSAA Graduate Student Grants

These awards of at least \$5,000 are available to candidates for master's and doctoral degrees in fields related to golf course management. The goal of this program is to identify tomorrow's leading teachers and researchers. The GCSAA Scholarship Committee evaluates applicants on academic excellence, professional preparation, peer recommendations, and potential to make an important contribution in science and/or education related to golf course management. The deadline for applications is October 1.

3. **GCSAA Legacy Awards** These \$1,500 scholarships are available to children and grandchildren of GCSAA members. Applications are evaluated by an independent committee of college administrators based on academic excellence, extracurricular activities and an essay about the student's parent/grandparent's career. The deadline for application is April 15.

#### 4. GCSAA Student Essay Contest

The contest is open to undergraduate and graduate students in appropriate academic fields. Essays should be seven-12 pages and should focus on the relationship between golf courses and the environment. Prizes totaling \$2,000 are available to winners. Entries must be submitted by December 1.

If you believe you may be eligible to compete for any of these scholarships, please contact the GCSAA Development Department at 913/841-2240 to request the appropriate application form.

### Magazine Topics Sought

As the California representative to the GCSAA Publication Committee, Bob Tillema has requested topics or ideas to propose for publication in *Golf Course Management*. If there is a topic of interest that you would like to see addressed by the national publication, please contact one of the board members or Bob Tillema in Central Chapter by September 22nd.

San Diego to provide association management services. DJ is also the manager of the San Diego chapter and the publisher of *Thru the Green*. CGCSA's address is now 7150 Shoreline Drive, #3215, San Diego, CA 92122. The telephone number is 619/558-4769. Fax 619/558-7387.

mer. Seeding with improved varieties of creeping bentgrass on a frequent basis will help improve stress tolerance on the greens. Creeping bentgrass is more salt tolerant than *Poa annua* and will help provide adequate turf coverage and density during the summer.

On a final note, you may recall that warm temperatures have persisted well into October during the past two years. Don't let your guard down too early. Remember that regular monitoring and early implementation of management programs will help avoid severe problems later in the season. Best wishes for the remainder of the summer. We look forward to seeing you during our travels on behalf of the USGA Green Section.

### Summer Salt Accumulation

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Unfortunately, many courses experience black layer following leaching operations. If this is the case, try to combine aeration and leaching operations as suggested and then hand water dry spots for the remainder of the week. This is a difficult balancing act, but many superintendents have been able to find a happy medium with this program through experience.

### Overseed with creeping bentgrass.

Despite these efforts, *Poa annua* has a tendency to "check-out" during the sum-



## Tips on SB198 Compliance

Now that SB198 has been in effect for a while, most golf courses have set up a written safety program to comply with it.

However, at this point a compliance officer will also be looking for evidence that the program has actually been implemented and is being followed on an ongoing basis.

"Many clients believe they need only show a compliance officer that they have a written program, but the emphasis in enforcement of the requirement for an IIP Program is on the **effectiveness** of that program," says Colleen Britz, a safety professional with Marsh & McLennan Protection Consultants.

During an inspection, you should be able to produce evidence that shows:

1. Scheduled, periodic workplace inspections, including the names of the persons responsible for the inspection;
2. Documentation that hazards were corrected;
3. Documentation that employees were disciplined or rewarded for work practices;
4. Records of safety training or re-training, including employee names, dates, types of training, topics covered and names of trainers;
5. Safety Committee minutes;
6. A written Respiratory Protection of Hazard Communication program if appropriate. These need similar documentation to demonstrate that they are actually being followed.

Check your SB198 procedures to make certain you have these records current and available. It's not only important for legal compliance, but for the health and safety of your employees.

## How to Keep Good Workers

When you can't offer cash or promotions to keep good workers on board, try these incentives:

- **Acknowledge** their sacrifices. And don't err by suggesting that they should be grateful for keeping their jobs during the recession.
- **Remind them** often to "keep in mind how much we value you here."
- **Involve them** more deeply in decision-making.
- **Offer them** the chance to learn new skills -- inside or outside the company.
- **Give them** new titles and greater visibility
- **Build bonds** by having lunch and an occasional coffee break with them.
- **Give them** some tangible award. *Example:* One company recognized outstanding performers by giving them antique Waterman fountain pens.

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