

T H I N G S by Lee

It is really unfortunate that some people are so ambitious, and with this ambition brings unforeseen troubles for themselves. I am, of course, talking about myself, and my new position. I asked for it, and got it, but I did not bargain for the tremendous load of work which I had to carry as a result. I now have so many meetings to attend that I did not make the Chico meeting. And that was a shame, since I always enjoy being with John Engen. John always is a very enthusiastic supporter of our Association, and has some splendid ideas, which will benefit all of us. Sorry, John, try again next time.

The next month it is my turn to be your host. Actually, this is not entirely true. Since I stepped up, Ed Watson became the Head Greenkeeper of the Walnut Creek Course, and therefore he is your host. I just assisted him in setting up the meeting for this time. And a fine meeting this is going to be. We have a panel of at least 3, and maybe four experts in the field of aquatic weed control. This will be a complete seminar on aquatic weeds and all types of control. The lectures will start with identification. Slides will be used wherever possible. This way I hope that the superintendents will not refer to these weeds as "seaweed". Then we will go into the chemical, biological, and mechanical controls as known to date.

To assist us in this presentation will be Jim McHenry, UC Davis Extension Specialist; Dr. Richard Yeo, USDA, presently stationed at Davis; and Dr. Alex Calhoun, US Fish & Game Dept. We may also have Bill Hamilton, retired Chemical Sales Representative of Pure Gro, if Bill is still in town. Bill is intending to go on a trip and is not sure of the date.

Whoever we will have, I have a feeling that we are going to have a fantastic program, and of course I expect at least as many of you as we had last year. And if the weatherman helps out, there is the course for those of you who enjoy playing golf.

Meanwhile, in my many meetings I have attended some splendid meetings, such as the Turf Grass Exposition, and some not so splendid meetings, which will remain unidentified. Then there were some extremely important meetings, such as the ones put on by the American Society of Agronomy, which I missed because of conflicting dates. Ken Gowan, of the Extension Service, was in attendance in Sacramento, and might give us a short report on the papers presented during that meeting.

Bill Davis, whom I met last week at an Environmental Horticultural Meeting, was concerned about the attendance rate for the forthcoming Turfgrass Seminar in Asilomar, which will be on or over by the time you get this newsletter. If you did not plan to attend, you may have done yourself a disservice. The program matter sounded top-notch. This is one meeting I won't be able to attend, however, again due to previous

commitments, and I would appreciate it if someone who attends it will write an article about the program, and his impressions of the meeting. This will be helpfull in the Planning of similar meetings in the future.

I would also like to get articles for this newsletter from superintendents who have the 100% sand greens on their course. I am sure that all superintendents would like to learn first-hand about the problems or lack of problems encountered with these greens, and how they stack up against the more traditional greens. If you plan to write, give facts and figures. If you feel you are no literary genius, I'll be happy to give you an assist. I am no genius either, but that does not mean that I do not want to help anyone develop and interesting story.

I would also ask anyone who is interested in doing this type of reporting, to seriously consider offering his services for the editorship of this newsletter. I love to do it, but my time for doing this is getting more and more non-existent. I have done this now for two and one half years, and it is time someone else takes over.

Lee Huang

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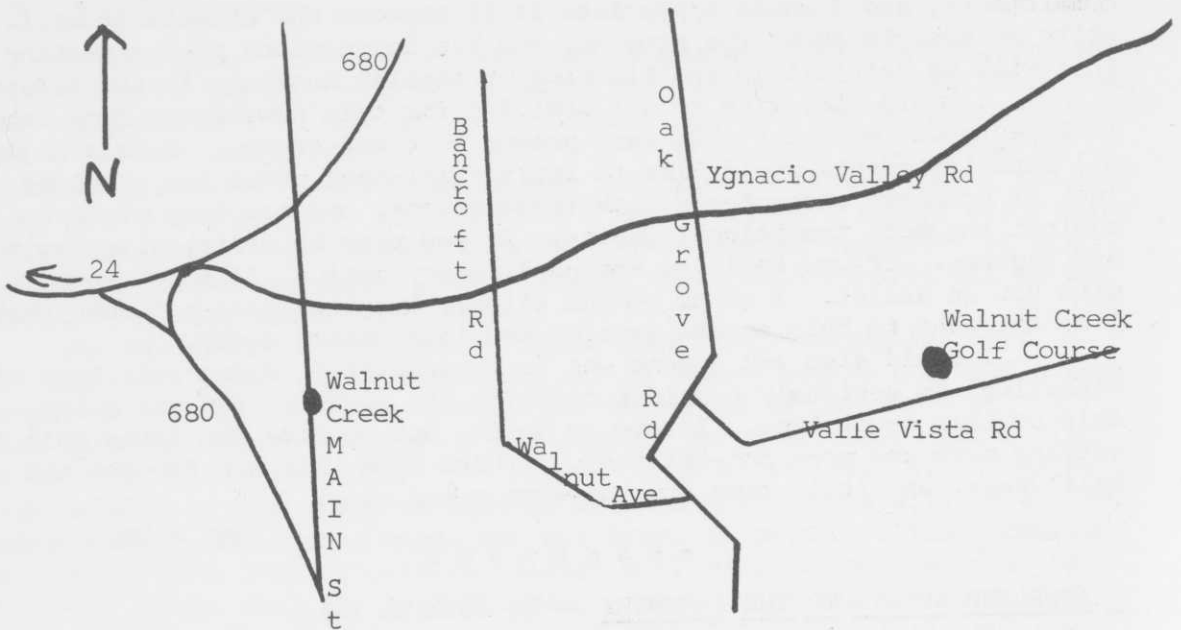
A SUPPLIER SPEAKS TO THE INDUSTRY -- by Jack D. Baker

After some 40 plus years actively engaged in furnishing the many needs of the golf courses in the territory served, the writer has assumed the guise of a realistic visionary making certain observations that are felt important to share with the membership. As a major supplier one should always strive for perfection in service to the customer and in these days when demands are so heavy and day-by-day constantly increasing one is obliged to give time and energy watching inventory-turn, not only of the equipment but the parts stocks, so that the end-user is given the best and most prompt attention to his requirements.

Other important phases involved in selling today calls for:

1. Being completely honest with the customer
2. Having knowledgeable trained sales people who know their products
3. Furnish quality equipment that will give the best possible service
4. Maintain a service program to give the equipment operators the instructions not only in the proper use of the machinery, but also how to take care of it and eliminate costly maintenance.
5. Have adequate stocks of replacement parts to eliminate any down time
6. Be willing to help the Superintendent in justifying his equipment needs with his principals
7. Be ever alert to the new products being offered by the many manufacturers and making certain such items are thoroughly field-tested and proven acceptable, also that such producers are adequately financed.

--- Jack D. Baker



Coming from the North, come down on 680 to Walnut Creek Main Street turn off. Take the South Main turn off, proceed about 3/4 mile to Ygnacio Valley Road Turn left and continue about 3.4 miles to Oak Grove Road. At Texaco Station turn right for 2 blocks, and then turn left on Valle Vista Road to the Boundary Oaks Clubhouse.

Coming from the South on 680 or 24, watch for the junction of the two freeways and stay on the right hand lanes. Right after the junction is the Ygnacio turn off. Proceed to the right and continue about 3.5 miles to Oak Grove Road.

FOR EVERYONE -- Follow the blue markers on the Telephone Poles that state: Walnut Creek Golf, with the figure of a golfer. These signs are all around and will lead you straight to the course.

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HONORARY MEMBER FRANK D. ANDERSON says he would like to attend meetings but does not drive and anyone living in Burlingame area and coming to meeting should contact him (415 343-8972) and bring him along. It will certainly be appreciated.

Golf Course Superintendents from Northern California who participated in the GCSA of America Management Seminar 1 on February 14-15, 1973 in Los Angeles are: Fernie Espinoza, Robert Ford, Mike Hathaway, Jack Jagur, Roger Larson, Robert Livesey and Clifford Wagoner. Others in attendance were from Southern California, Oregon, Alaska, Illinois, Colorado, Arizona, British Columbia, Utah and Washington.

This program was designed to acquaint the superintendent with present day club accounting, to familiarize him with the balance sheet, the income statement and related subjects. Strong emphases was put on budgeting, record keeping, and justification of capital expenditures.

The thirty superintendents who attended were unanimous in agreeing the two day one night session was worth the money they invested in their future.

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NOMINATING COMMITTEE APPOINTED

Chairman, Lou Pohlson
Grady Lee Simril, Merle Russill, George Santana, Norm Stewart and Fernie Espionza.

This committee has the responsibility for preparing the slate or annual election. If you know of any Class A or B member whom you believe would be a potential board member, submit his name to a committee member.

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GOLF COURSE FOREMAN WANTED BY Cordova Recreation and Park District

Hwy 50 approximately 11 miles East of Sacramento
Salary \$700 - \$852 - minimum of 3 years experience in supervision and maintenance of golf course
Employee Benefits - vacation, sick leave, group hospitalization
retirement, holidays, uniforms

Send resume to
PAUL M. HAGAN, DISTRICT ADMINSTRATOR
2197 Chase Dr.
Rancho Cordova, CA95670

DEADLINE - March 15, 1973

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OSHA REPORT

A service covering the executive's responsibilities under the new Federal Occupational Safety & Health Act.

Permission Granted to Reprint
Mrs. Dorothy Kaden, Copy Editor

- M&M Publications:
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 - Marketing & The Law
 - Manufacturing & The Law
 - Protection Management

(samples on request)

MAN & MANAGER, INC.

799 Broadway, New York, N. Y. 10003

February 1, 1973

Q. You keep on telling us it's the company's responsibility to see to it that employees comply with safety regulations. We've told this mechanic of ours a hundred times to cover open junction boxes--but that jerk still occasionally neglects to do so. What else are we expected to do?

A. More than you are doing. In a similar situation, an Administrative Judge said that oral instructions to the employee were not enough, adding: "Obviously, stronger measures were necessary. The employer's failure to take these measures in the interest of protecting its employees places it in violation."

The Dept. of Labor is on record in declaring that "employees who refuse to comply (with OSHA safety standards) may be subjected to whatever disciplinary action the employer deems appropriate."

Use corrective discipline. First, an oral warning--then a written warning. If these fall on deaf ears, give the worker a disciplinary layoff. Finally, discharge--and keep a record of the discipline.

Q. Let's go one step further. We supply all our workers with personal safety gear. Is it our fault if some of them don't use it--and get nabbed by an OSHA inspector?

A. It all depends. The law requires the company to "make conveniently available" the protective equipment. It then becomes the employee's obligation to use it. However, OSHA is interested in what steps management takes to see to it the equipment is used.

In one case, the company furnished the protective gear--but gave employees the option of using it or not using it. A citation against the company was upheld on appeal.

Q. You say we must have a person on duty "adequately trained to render first aid" if there is no hospital, infirmary or clinic "in near proximity to the workplace" (Report 301). How close in miles does that mean?

A. Darned if we know. The regulations don't specify--but it must be pretty close, judging by a recent decision.

There was one hospital 3-1/4 miles (7 minutes driving time) from the workplace, and another 4 miles away. The Administrative Judge ruled these were not "in near proximity", so the employer was required to have trained first aid personnel on duty.

Q. Correcting OSHA citations can prove rather costly. Is there any way I can protect myself against incurring such expense?

A. Lloyd's of London has come out with an "OSHA Compliance Coverage" policy which will pay for the abatement of violations.

However, the policy contains a number of important exclusions: coverage is not afforded for the payment of penalties--there is a deductible--and there are limits of liability.

If you're interested, have your broker explain fully just what coverage is available before you decide to buy.

POSITION WANTED - Golf course superintendent in Northern California, preferably within commuting distance of Napa. Graduate of Kent State & Penn State. 5 years experience. Presently Superintendent at Furnace Creek Ranch, Death Valley, California. Member GCSA of Northern Calif. Will send resume and references on request. Paul M. Woidtke, Box 82, Death Valley, CA 92328

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G O L F D A Y - arranged by Northern California Golf Association

for golf course superintendent, professional and green chairman or his representative

March 30, 1973 - Friday - Silverado Country Club, Napa
Shotgun Start 10:00 A.M.

Entry fee \$5.00 per person includes golf, lunch, cocktails and awards
Carts are individuals responsibility

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This same activity will be held March 23, 1973 - Friday at University-Sequoia-Sunnyside Club in Fresno. If you prefer to participate in this one please indicate when you send in your entry.

If you have any questions contact Robert Hanna, Executive Director Northern California Golf Association. Phone 408 624-8241

Please complete the following entry blank promptly and mail with money to Northern California Golf Association, Box 1157, Pebble Beach, CA 93953

GOLF DAY MARCH 30, 1973 - Silverado Country Club, Napa

Name	Title	Handicap
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Name	Title	Handicap
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Name	Title	Handicap
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Enclosed is entry fee (\$5.00 per person) \$ _____ for _____ persons