

Bob Ford, CGCS

PRESIDENT'S MESSAGE

My year as President of this Association is nearing an end. It has been a relatively easy year, with no acute problems and only minor ups and downs. My biggest pleasure will be the relief of not having to write this article. I've enjoyed the past year and wonder why more people won't get involved. If the work load was spread out more evenly among more people the Association would run even smoother than it does now.

I have two regrets about the goals I set for my term as President: 1) We failed to get the participation of many of our members, plus the recruitment of new Superintendents into the Association. 2) And the modification of many By-Laws to reflect the changing times and the initiation of new ones that will help upgrade the qualification procedures of the Membership.

Maybe now that both my terms, as President of the Local and State, are expiring I can concentrate on these goals more thoroughly.

Thank you for your support and confidence in electing me as your President for the past year.



Seminar Course Program

MAY 17-18 Rancho Canada GC, Carmel

COMPUTERS IN GOLF COURSE MANAGEMENT

Mark J. De Yonker

Associated Computer Consultants, Inc.

The course is designed as an introduction to computer basics for the non-computer manager, the course will familiarize the student with how a computer system works; the basic vocabulary of computers; the different varieties and configurations of computers as well as the many potential applications of computers to golf course management. This seminar definitely does not require any previous experience of knowledge of computers and will not cover any complicated computer operating systems language. A "user friendly" course -- the "nuts and bolts" of computers.

GCSAA member \$75.00 Non-member \$125.00 - if you sign up to become a GCSAA member the difference will be applied to membership

Questions Contact Education Jim Prusa or Barbara at 1-800-GSA-SUPT

Labor Problems!!!

by Bob Ford, CGCS Los Altos Country Club

How many golf courses have the inconvenience of having to deal with unions and the problems they create for management? Several, I am sure. If you have a union shop or think some union is trying to infiltrate your organization, find out why these employees feel a union can better serve them as opposed to you and your club. Nine times out of ten the clubs are not upgrading the current benefits or working conditions. Everyone likes a fair shake so the unions prey on these situations, telling the employees what great benefits they can have by joining a union. Most employees don't realize negotiations begin with a blank piece of paper. They can get even less than they have now.

So far I am three for three getting rid of the unions, but I had professional help. Timing is critical for submitting the proper paper work, plus knowing the do's and don'ts of the law, can make the difference.

My first union encounter was because of the above mentioned conditions; poor pay and benefits. The employees signed union cards and an election was held, but not before much inconvenience of meetings, additional paper work and court appearances. It was a close vote but the club won.

The next two instances were with existing union shops. When the contracts were due for renewal or bargaining, the decertification process started. More paper work, meetings, inconvenience, employee discontent, etc. Even after a favorable vote for management and the club, the process is not over. Grievances or unfair labor practices can be filed to prolong the outcome. My last decertification attempt lasted almost a year.

My best advice to anyone attempting to deal with unions in any way, is to contract some professional help that break unions as a business. The initial cost could be high but your problems are minimal.

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CALIFORNIA GOLF COURSE SUPERINTENDENTS ASSOCIATION

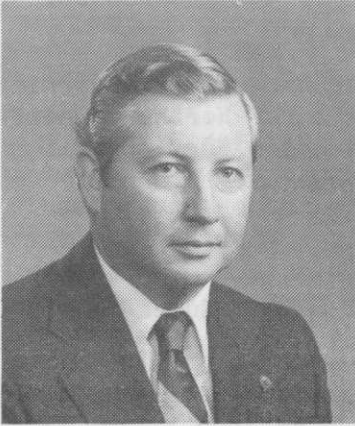
MAY 20-21, 1984 the California ANNUAL MEETING will be held at Rancho Canada. It will consist of education sessions, dinner, with golf on Monday. Complete details will be in next issue of THRU THE GREEN.

Remember the Computer seminar on May 17-18. You might wish to make over-night reservations at the Holiday Inn 408 624-1841 at Carmel as soon as possible. If you mention the name of the Golf Course Superintendents Association Bob Ford said you would get a better deal.

Any commercial people willing to host the bar at the Sunday night barbeque please send your donation to GCSA of Northern California, 1233 Kansas Avenue, Modesto, CA 95351

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YOUR HOST SUPERINTENDENT



Robert H. Ford, CGCS has been active in golf course operations for 16 years. His job experience has been at Oak Knoll Golf Course, Battle Creek Golf Course, Illahe Country Club, McNary Golf Course, all in Oregon. Pomona National Golf Course, South Hills Country Club, Almaden Golf & CC, Los Altos Golf & CC, all in California. He has an AA degree in Turfgrass Management from Mt. San Antonio College. He is an active member of Local, State and National Superintendent Associations.

Los Altos Golf & Country Club has been a private club since its inception in 1923. The course originally was very spread out but had to be reduced to 9 holes during World War II for monetary reasons. After the war it was enlarged back to 18 holes, but without a driving range. During the last 13 years, Los Altos CC has undergone a rebuilding program under the guidance of Robert Muir Graves. Recently the clubhouse, tennis and golf pro shops and pool facilities have been renovated and upgraded.

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meetings

- May 17 & 18 - GCSAA Seminar - Rancho Canada Golf Club, Carmel
- May 20 & 21 - California GCSA - Annual State Meeting - Rancho Canada
- June 14 - San Leandro Golf Course, Tony Lema Course
- July 11 - Superintendent/Professional Tournament, Silverado CC, Napa
- August - Tilden Park Golf Course, Berkeley
- September
- October - Mira Vista, El Cerrito
- November - Bishop Golf Course, Bishop
- December 7 - Rancho Canada Golf Club, Carmel



***Thank you John Grant, San Mateo GC for the use of your facility for
***our February meeting, and a special thanks to Bill Bengeyfield for
***taking time out of his schedule to be our speaker.

TURFGRASS ADAPTIVE RESEARCH PROGRAM - (TARP)

As part of the TURFGRASS ADAPTIVE RESEARCH PROGRAM, the Northern California Golf Association, Golf Course Superintendents Association of Northern California and the University of California Cooperative Extension Service will conduct a joint Turfgrass Meeting for the clubs in Northern California.

The Club President, Green Chairman, Golf Course Superintendent, Professional, and Manager are cordially invited to attend.

Registration will begin at 8:30 a.m. The program will be concluded at 12:00 Noon, to be followed by a no-host lunch. The Clubs have graciously extended the courtesy of their golf course to those who may be able to remain for golf in the afternoon. They have waived green fees but there will be a charge for carts.

Attendance at these meetings carries with it credit in the PGA Certification Program for the Professional.

<u>Date</u>	<u>Area/Zone</u>	<u>Site</u>
Tuesday April 10, 1984	Northern	Wilcox Oaks G.C. Red Bluff, CA
Wednesday April 11, 1984	Sacramento	Stockton G & CC Stockton, CA
Thursday April 26, 1984	San Joaquin Valley	Belmont CC Fresno, CA
Tuesday May 15, 1984	Central Valley	Crow Canyon Country Club San Ramon, CA
Thursday May 17, 1984	Bay Area	Oakmont G.C. Santa Rosa, CA

The agenda of the meetings will include the following subjects

- Maximizing Water Use on Your Golf Course - Dr. Ali Harivandi
- Our Master Plan and What It Has Meant To Our Club - Fritz Howell
- Fate of Nitrogen Fertilizer In Turf - Dr. Jack L. Paul
- Are We Over-Managing Our Golf Greens? - William B. Davis

The Northern California Golf Association sent this information to all NCGA member club Presidents. Check with your president to make arrangements to attend the meeting of your choice.

The NOMINATING COMMITTEE with Sohan Singh and Mulkh Raj as co-chairmen, and Bob Cox, Ernie Martin, and Bill Menear, CGCS present the following slate of officers and candidates.

PRESIDENT - MICHAEL R. CLARK, CGCS

Mike Clark, CGCS has been Superintendent at Oakmont CC for 20 years has been a CGCS (Certified Golf Course Superintendent) for 11 years. He has been a member of GCSAA for 19 years, was president of GCSANC in 1975. He is married has 2 teenage children, and enjoys golf, skiing and tennis. As president he wants to continue to improve the Association and be responsive to the membership. He will miss the election meeting as he and his wife will be celebrating their 20th anniversary on April 3rd in Hawaii.

VICE PRESIDENT - KEN SAKAI, CGCS - ALLAN SCHLOTHAUER - HOWARD FISHER

Kenneth Sakai, CGCS is located at Franklin Canyon Golf Course, Rodeo. He joined GCSA of Northern California in 1972 becoming a Class A in 1978 after taking the examination. He joined GCSA of America in 1978 and became Certified in 1981. He was elected to GCSANC board in 1979 and held all offices becoming president in 1982 and serving last year as past president. He would like to see #1 active involvement of entire membership and #2 encourage participation in our professional affairs, both locally and nationally.

Allan Schlothauer has been Superintendent at the Villages GC for 2½ years. Prior to that he was the Assistant at the Villages for 3½ years under Jim Ross, and at Almaden CC as the Assistant for Bob Ford 4 years. He has attended Colorado State and many local seminars. Al says "This past year as secretary-treasurer and editor of Thru the Green has been a rewarding one. A person never realizes the inner workings of an organization until you get involved. But just being involved is not the whole answer, it takes a commitment. A commitment not only to yourself, to do the best you can, as often as you can; but, also to your fellow members who have entrusted you to this position of responsibility. If elected Vice President I will continue to work for the growth, the change where needed and the unity of the Golf Course Superintendents Association of Northern California."

Howard Fisher is Superintendent at Bishop Golf Club in Bishop since Sept. 1983. Before that he was at Mt. St. Helena Golf Club in Calistoga for 22 years. He is a past president of GCSANC (1970) and a current director. He was president of the California group when it was known as the "Federation". He enjoys golf, fishing, hunting, skin diving. He likes the thought of being a strong California association, and finding the right mixture of meetings and places to get more superintendents to attend. He is a member of GCSA of America too.

SECRETARY-TREASURER - STANLEY BURGESS, CGCS - JIM ROSS

Stanley Burgess, CGCS grew up in the Chico area and spent his childhood years farming. He attended Chico State, Yuba College and Merritt College majoring in Ornamental Horticulture. His superintendents jobs have been with Wilcox Oaks Golf Club, Red Bluff in 1969; Claremont CC, Oakland in 1972; and Richmond CC in 1981. The meeting was held at his club last month. In December he took the examination to become a Certified Golf Course Superintendent by GCSA of America. He feels that progress has been made in GCSANC and that we can make more and strive for professionalism.

Jim Ross has been Superintendent at Santa Teresa CC for 2½ years and previously at the Villages GC for 14 years. Jim is married, has 3 children, 2 grand children and enjoys golf and fishing. He was President of GCSANC in 1973 and 1981 and is active in the California Association. If elected as secretary-treasurer he will put all his effort into working for the members and the Association. However, we do need all the input and support of all the membership to further advance the Association and our future needs. As secretary-treasurer he would like to see better educational programs and new meeting places and upgrading of our professionalism which then can be utilized to upgrade superintendents salaries and benefits to go along with our professionalism. He believes if a person is willing to run for the board of directors he should be able to attend 80% of all meetings and to be able to put in the time that is required. He has enjoyed working on the board of directors with fellow members in the past and hopes to be elected to be able to do it again. He feels that we need more new and active members to join our Association. He says "If elected I will represent the individual member and membership as a whole. I believe in our Association and professionalism so let's work and learn together to keep our Association growing."

DIRECTORS - PAUL DIAS - JOHN GRANT - RICH LAVINE, CGCS - SAM SINGH, CGCS

Paul Dias has been married for 18 years and has a 15 year old daughter. He has worked for the City of Palo Alto 2½ years as a Golf Course Superintendent and Manager, previously worked 2 years in landscaping, 12 years at Saratoga CC. He attended San Jose State University and majored in Business Finance and Industrial Management. During his high school and college years he was tutored in golf and turf business by George Santana at El Rancho Verde Golf Course in San Jose. His hobbies are golf and an owner-driver of a Nascar super modified race car. He has been a member of GCSANC since 1970, GCSA of America and California Parks and Recreation Society. His intent and goals as a director will be to continue the good flow of information to members regarding all aspects of our industry.

John Grant attended Notre Dame and graduated from the University of Minnesota. He has been Superintendent of San Mateo Golf Course since 1981. He was formerly the Golf Director of the City of San Francisco. As a director

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(John Grant continued) he would work to increase members opportunities for professional education.

Rich Lavine, CGCS has been Superintendent at Marin CC since 1982 and was previously Superintendent at Castlewood CC for 3 years. He is past Vice President of the Northern California Turfgrass Council, and has a degree in Horticulture and Park Administration from Cal Poly, Pomona. Rich states "The Association is fiscally sound. Professionally, we have gained the respect of our allied Associations. I am proud to have served on the Board of Directors for the past year, and I would like your vote to elect me to another term. Together, I believe we can continue our upward growth for another banner year."

Santokh "Sam" Singh, CGCS has been at Mt Shadows Golf Course, Rohnert Park, since 1968, which is a 36 hole public course. He has done all the construction phases and operates an automatic irrigation system. He has been in golf since 1960 and a golf course superintendent since 1963. He recently passed his certification examination and is now a Certified Golf Course Superintendent. He wishes to get all superintendents involved in the education program and have the ultimate goal of all becoming Certified.

BYLAWS CHANGES

ARTICLE II, SECTION 2

Add new paragraph to read "ASSOCIATE MEMBERS - To qualify as an Associate member an applicant must not qualify for any other class of membership. Unemployed superintendents golf professionals, club officials, club managers, golf course owners, educators, students, and any other interested party would be eligible for Associate membership. Associate members shall have all the rights and privileges of the Association except that such members may not vote or hold office.

ARTICLE V, SECTION 1 (Dues)

Insert the sentence "The dues for Associate members shall be 1/3 of the dues set for Class A, B, and D members.

REMEMBER this is your annual meeting and your bodies are needed to get the vote but if a proxy is needed write on a slip of paper "I hereby authorize (name) to cast my vote at the 1984 annual business meeting of the Golf Course Superintendents Association of Northern California. Date it Sign and print your name both and classification.

TO: Voting Members of the G.S.C.A. of Northern California

FROM: Stan Burgess, CGCS

SUBJECT: Proposed Amendment to Bylaws

I would like to respond to the proposed changes in the bylaws as recently proposed. The name of our association is the Golf Course Superintendents Association. Nowhere in the name of this association are vendors, professionals or club managers referred to. This implies that the membership should be comprised only of qualified superintendents and their assistants.

In regards to associate members, I feel that we already have enough non-superintendents in our organization. Please remember that associate members have interests of their own which may or may not correspond with course superintendents' best interests.

I feel that our efforts would be better spent enticing the many superintendents in this area that are not already in our organization to join.

Proponents of allowing additional classes of associate members are quite generous in allowing them to do in at a dues level more favorable than our regular superintendents. What incentive is there in this?

Article V, Section 3 of our bylaws was changed several years ago to address the subject of dues; how they are paid and when they are paid. These provisions seem to be working well. Why change it?

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