

THRU THE GREEN

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Thru the Green

Published monthly by the
Golf Course Superintendent's Association of North-
ern California.

Institute Date Set

November 3, 4 and 5th are the dates of the 4th Annual Superintendent's Educational Institute. This year's Institute will be held at Fountaingrove Resort and Country Club. Speakers will be **Ali Harivandi, Don Waddington and Fred Bliss. Joe Davis** will lead the first afternoon's seminar and CDFA hours will be offered. About 100 are expected to attend. Watch your mail for more information.

First Annual S&R Tournament a Great Success

Congratulations and Thank You to all those Affiliates who contributed to the First Annual Scholarship and Research Tournament at Rossmoor Golf Course. This year's tournament raised over \$1,500 for the S&R Fund. Thanks also to **Chuck Dalpozzo** who was in charge of the tournament and **Joe Rodriguez**, our host superintendent, who had the

course in beautiful condition. The barbeque, as usual, was great!

More thanks to **Emil Yappert and Western Farm Service** for sponsoring the beverage cart. What some people may not realize is that whenever there is a beverage cart at an event the sponsor buys all the refreshments and the money they collect all goes into the S&R fund. Anyone interested in sponsoring the cart for any future meetings should contact **Chuck Dalpozzo**.

PRESIDENT'S MESSAGE

After five years of dedicated service, **Jean LaDuc** is retiring as editor of *Thru the Green*. In her place, the board has decided to hire a professional newsletter publishing company. After a period of negotiation we have chosen **King & Company** out of San Diego because of their experience in our industry.

In conjunction with this change, the board has decided that it is time to make a major effort toward improving *Thru the Green*. To this end, I have appointed a newsletter committee made up of five board members. This year, the committee will be **Randy Gai, Rich Lavine, Mike Basile, Leon Snethen** and myself.

Although we realize this will require a lot of work, and some time, to get the newsletter where we ultimately want it to be, we feel it is well worth the

effort, especially for the 80% of our members who are unable to attend the monthly meetings. For these members, *Thru the Green* is their only source of information about what is happening with the rest of the chapter.

The number one priority of the current committee is to get more local involvement with the writing of the articles going into the newsletter. To promote this goal, there will be an article in next month's issue giving the details about a contest for all GCSANC members. The best article submitted by a member of our chapter between now and the end of the year will win a cash prize. Other articles will be reviewed for publication in the newsletter.

Anyone who would like to contribute or has an idea on a way we could improve the newsletter is welcome to

call me or any of the other committee members.

As it stands now, *Thru the Green* will be coming out the first week of every month. By the time we made this decision we didn't have enough time to get this first issue out in that time frame. But from here on, you can expect to see your newsletter in the mail the first week of the month. It will be up to us to assure we meet this deadline. The deadline for getting information to the publisher is the 14th of the preceding month. You can fax articles, event/seminar dates, jokes, anecdotes and ideas to **King & Company** at 619/558-7387.

See you at the A's Game!

Respectfully submitted by
Brian Bagley
President

SBA 198: SAFETY RULES

The primary objective of the safety program is to prevent job-related injuries and illness.

It is the company/employer's legal and moral responsibility to provide a safe and healthful place to work. Risk can be reduced to a minimum only with the cooperation of managers, supervisors and workers. The employer must provide safeguards for known safety hazards and must control known health hazards where feasible. The employer must provide all required personal protective equipment.

The employer's safety rules may not cover all

situations that are hazardous. Instructions on specific health and safety hazards may be developed from time to time and are to be considered an extension of the employer's safety rules. An employee's failure to comply with the safety rules may result in disciplinary action or termination.

If you have questions about the Occupational Safety and Health Act, you may contact the nearest CAL/OSHA office. Required safety and health records are kept on file. Copies of current written safety rules, instructions and procedures, information concerning hazardous materials, Material Safety Data Sheets, medical records, exposure monitoring reports and copies of pertinent state and federal regulations must be kept by the employer. This non-confidential information is available upon request according to disclosure and information access regulations.

Employee Training in Safety and Health

Occupational safety & health training shall instruct employees in general safe and healthy work practices and provide instructions with respect to hazards specific to each employee's job assignment. Training shall be provided to:

- 1) All employees at the commencement of the program;
- 2) All new employees;

Continued on page 7

SUPERINTENDENT/PRO TOURNAMENT WINNERS

4-MAN TEAM

1st	Almaden Golf & CC Mike Phillips - Super Joe Dudley - Guest	Scott Hoyt - Pro Alan Hiura - Guest	204
2nd	Windsor Golf Club Rick Hansen - Super Rich Coombs - Guest	Bob Watson - Pro Pablo Rosales - Guest	204
3rd	Palo Alto Hills CC Mike Garvale - Super Ton Kozy - Guest	Chris Lynch - Pro Lyn Nelson - Guest	205
4th	Santa Rosa Golf & CC Ed Stocke - Super Joe Canizzero - Guest	Jeff Ogden - Pro Al Meillon - Guest	205

2-MAN TEAM

1st	Lone Tree Golf Course Wayne Lindelof, Super/Pat Cain, Pro	62
2nd	Brookside Country Club Jim Ferrin, Super/Jay McDaniels, Pro	63
3rd	Windsor Golf Club Rick Hansen, Super/Bob Watson, Pro	64
4th	Palo Alto Hills CC Mike Garvale, Super/Chris Lynch, Pro	64

SUPERINTENDENT LOW GROSS

1st	Tim Thilo Peachtree Golf & CC Ayrshire Friendship Trophy Winner	75
2nd	Bob Cox Canyon Lakes CC	78
3rd	Mike Garvale Palo Alto Hills CC	78
4th	Mike Phillips Almaden Golf & CC	79

SUPERINTENDENT LOW NET

1st	Jim Ferrin Brookside Country Club	68
2nd	Bill Davis Peninsula Golf & CC	70
3rd	Lou Tonelli Lake Merced Golf & CC	71
4th	Rick Hansen Windsor Golf Club	72
5th	Mike Basile Santa Clara Golf/Tennis	72

PROFESIONAL

1st	Bob Lunn Woodbridge Golf & CC	69
2nd	Mike Mattingly Peachtree Golf & CC	72
3rd	Jeff Ogden Santa Rosa Golf & CC	73
4th	Jay McDaniels Brookside CC	74
5th	Scott Hoyt Almaden Golf & CC	75
6th	Pat Cain Lone Tree Golf Course	75

GUEST LOW NET

1st	Ed Puppò	64
2nd	Joe Dudley	67
3rd	Rich Coombs	68
4th	Dom Scolaro	68

EMPLOYMENT OPPORTUNITY

Dry Creek Ranch Golf Course is seeking an Assistant Golf Course Superintendent.

Applicants should have previous golf course experience, a Q.A.C, and irrigation experience. This position is open now. Salary is commensurate with experience.

Send resume to: Dan Giammona, Dry Creek Ranch GC, 809 Crystal Way, Galt, CA 95632.

Dry Creek is a privately-owned, daily-fee, 18-hole golf course located in Galt, California.

WELCOME TO THE GREEN

Current Membership:	511
<u>Class Breakdown</u>	
A:	121
A Life:	22
B:	45
Associates:	120
Affiliate:	140
Retired:	18
Honorary:	3
Non dues paying:	42

We want to welcome the following new members to GCSANC:

Mike Nunemacher
Rancho Solano Golf Course
Associate

Jim Adams
Island Club Golf Course
Associate

Edward "Ted" Horton
The Pebble Beach Co
Class A - pending
verification of status

Jeffrey Spang
Carmel Valley Ranch
Associate

Derick Wright
Hunter Industries
Affiliate

Gary Williams
Meadowood Resort CC
Class A

Len Tallo
Lawson Products, Inc
Affiliate

All the above applications have been approved for membership for the listed classification pending the

30-day waiting period and passage of any required tests. The following members received classification upgrades at the last board meeting:

Michael Scolaro,
Green Tree Golf Course,
Class B to Class A
(Pending test)

Leon Snethen,
Saratoga Country Club,
Class B to Class A
(Test passed)

The membership committee is preparing a survey to be sent to the members. The

survey is intended to give the board of directors a better understanding of how the membership feels regarding education, golf, attendance, and what direction you would like to see taken in the future. The board will greatly appreciate membership response to this questionnaire as soon as possible.

FYI

Directory Dilemma

You're probably all well aware by now that we had a bit of a mix-up with the membership directory. The

printer merged the wrong files and ended up with the home street address and the club city, state and zip. We've spoken with the printer, worked it out, and they have reprinted the directory at no cost to the association. You should have received your new directory by now. If not, please call Barbara Mikel at the office. Discard (or better yet, recycle!) the old green directory and keep the red/pink one.

IMPORTANT: If any of the information in the directory is incorrect, please call the office. Leave a message on the machine. We will correct it on the database and include it in the next update.

NAUMANN'S NORCAL NEWS

Mark Michaud is the new superintendent at **Pebble Beach Golf Links**. He had been the assistant there since December, '92. He is originally from Rochester, NY, and was the assistant at **Oak Hill CC** during the US Open...**Darren Marcus** has accepted the superintendent position at **Moffett Field Golf Course**. Prior to his move, he had been the superintendent at **Gilroy Golf Course** for many years...A recent graduate from Chico State, **Kelly Singleton**, has accepted the superintendent position at **Gavilan Golf Course** in Gilroy. He is from Morgan Hill...**Silver Creek Valley Country Club** recently had an Official Media Day and Grand Opening of the golf course. Superintendent **Nick Checklenis** says, "It took a lot of work, a lot of overtime, but the place was almost perfect"...**Bob Klinesteker** at **San Francisco Golf Club** has been putting in a little overtime himself with the addition of a new Network 8000 irrigation system. **Jack Christiansen** is the installer...**Dave Lewellan** is the new superintendent at **Ridgemark Golf and Country Club** in Hollister. He was the assis-

tant prior to his promotion. He is replacing **Rick Key** who moved over to **Salinas Fairways Golf Course** to be the superintendent there and get a good job with the City of Salinas...**Sharon Heights Golf & Country Club** has just finished reconstruction of all tees, bunkers and reshaped some fairways, as well as adding a new irrigation system. The new system is being plumbed for future effluent with city water to always go to greens and tees. The day after construction finished, Superintendent **Ross Brownlie's** wife delivered a baby girl, **Carrie Ann**. All four are doing well...**Bob Painter**, superintendent at **La Rinconada Country Club** in Los Gatos, recently completed reshaping fairways, rebuilding greens, and redoing the irrigation system, as well as new cart paths...**Jim Prusa** has left **Ridgemark Golf & Country Club** to become the new Executive Director at D.E.M.A. in San Clemente. Jim was the G.M. at **Ridgemark**. Replacing him will be former superintendent and general manager at **Half Moon Bay Golf Links**, **Ron Taborski**.

Tournament Roller

Some things are just worth waiting for.
The soft touch roller for smoother, truer greens.

1 Vulcanized Rubber Rollers.

Exclusive rubber-faced rollers are soft on turf and provide superior traction. Eliminates slippage, damage.

2 Compound Articulation.

Exclusive-designed tapered rollers closely follow green's undulations to deliver equalized weight and pressure.

3 Retractable Wheels.

Save time and work between greens. Transports easily from green-to-green without a trailer.



4 Rotating Seat.

Padded seat with back-rest swivels for operator comfort and convenience. Provides full visibility.

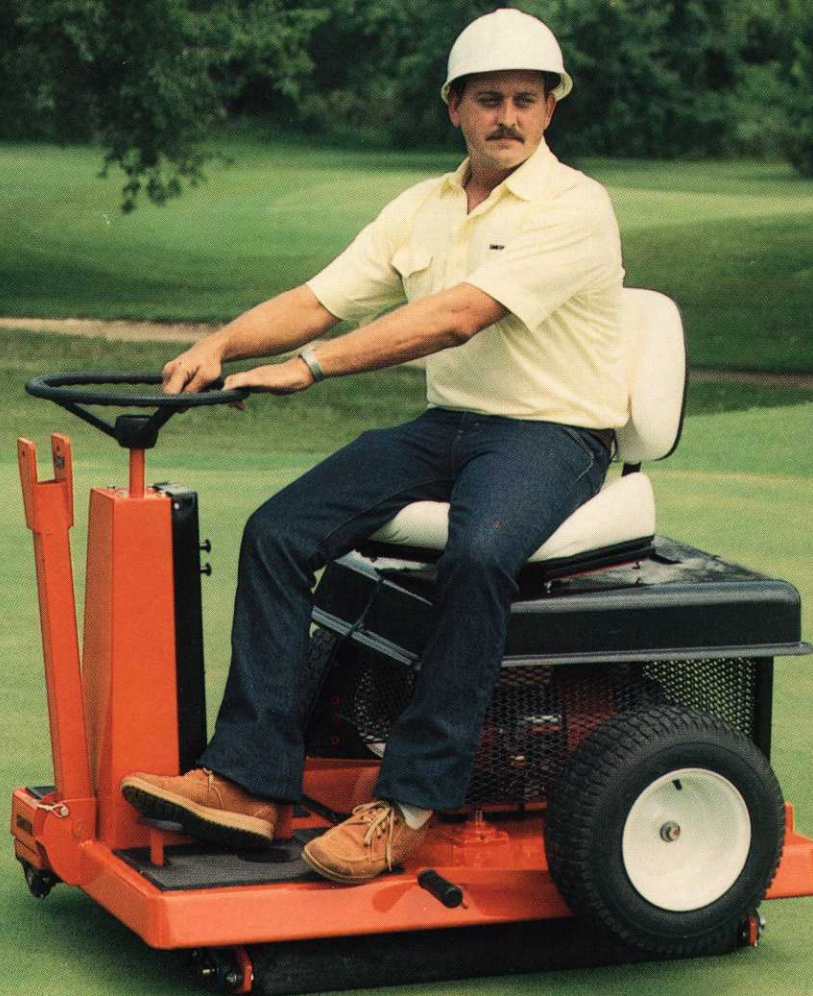
5 Hydrostatic Drive.

Coupled to a quiet, smooth 5 hp Honda engine. Electric key start for operator convenience.

6 Easy Accessibility.

Housing flips up for easy maintenance. Rubber-mounted engine. Leak-proof drip tray protects turf.

**ONLY FROM
SMITHCO**
Rubber-Faced Rollers
Compound Articulation



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· Tournament Roller ·

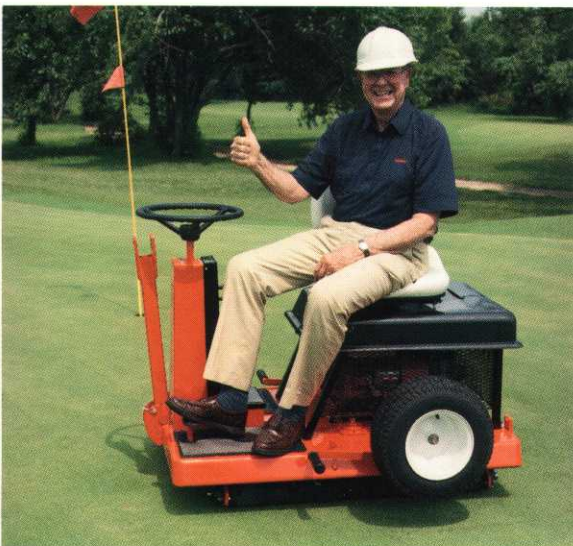
Compound
Articulation



Engine is easily accessible and rubber-mounted to minimize vibration. Leak-proof drip plate prevents hydraulic fluid damage.



Retractable wheels, with soft turf tires, lower easily for quick transport between greens.



With its Smithco engineering and exclusive features, Tournament Roller is the #1 choice for **your** greens.

Tournament Roller Specifications

Length with towbar	75" overall
Length without towbar	51" overall
Height	46" overall
Width	52", without transport wheels
Weight	600 lbs.
Weight crated	775 lbs.
Auxiliary weight	Weight can be increased up to 200 lbs. with weight bars
Ground clearance	4.5"
Ground pressure	4.4 psi, with operator
Tires	Two 16 x 6.50-8 tubeless, demountable wheels
Controls	Hand operated choke and throttle
Brakes	Braking through hydraulic transmission
Seat	Two piece, molded, with back support and swivel
Body	Welded steel frame
Engine	Honda 5.5 hp gasoline Model GX 160, electric start
Transmission	Eaton, hydraulic, Model #7
Ground speed	Variable; from 0-5 mph
Drive	Hydrostatic, with chain drive
Steering	10.2 reduction; wheel-type
Electrical system	12-volt electric start; ignition switch, with key
Fuel tank	1.5 gallon capacity
Air cleaner	Standard
Rollers	Two 4" rubberized rollers 36" long; one 6" rubberized roller 36" long

For more information talk to your distributor.

Specifications subject to change without notice.

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Wayne, Pennsylvania 19087

HEALTHY FUN IN THE SUN

Most of us like to be outdoors during summer, whether we're working or playing -- and that's the time we need to pay most attention to the effect of the heat.

During any physical activity, your body loses water trying to keep you cool. You could lose as much as two quarts of water during an hour of strenuous activity. You can weigh yourself before and after a workout to see how much weight you lose in sweat. You should drink about two cups of water for every pound you lose.

It is important to provide lots of opportunities for your crew to replenish their body fluids. The best way to do that is with water or an electrolytic liquid like Gatorade.

Replacing fluids quickly will prevent overheating or dehydration. Symptoms include muscle cramping, dizziness and nausea. Here are some tips for staying fluid.

- ≈ Drink 8-16 ounces of water about 15 minutes before you start working or exercising.
- ≈ Take water breaks: drink 4-6 ounces of water every 15 minutes.
- ≈ After exercise or strenuous outdoor work, drink lots of water.
- ≈ If it's hotter than 90°, avoid strenuous activity during midday.
- ≈ Your body will become accustomed to heat during the summer. You'll sweat more to keep cool and actually need more water.
- ≈ Keep a water glass nearby to encourage frequent drinking during the day. And take along a bike bottle when you're going to be away from a water source for a while.
- ≈ Wear sun screen.

Make Your Reservations for Advertising Space in the new

THRU THE **GREEN**

NOW!

7-Point Writing Plan

To improve your writing, keep these seven points in mind?

- ① Establish your purpose by completing this statement: "What I want people to do as a result of reading this is..."
- ② State your main point by completing this sentence: "What I want to say is..."
- ③ Visualize someone you know and write to that person.
- ④ Don't waste time trying to write the perfect opening. If you're stuck, write something such as, "BRILLIANT OPENING GOES HERE," in all capital letters, and then move on.
- ⑤ Resort to a similar device, such as "FIX THIS. IT STINKS," if you write something you feel is not quite right. The goal is to get the idea out, no matter how clumsy or stupid it sounds. When you go back to it, at least you have something to work with.
- ⑥ Remember that readers recall metaphors, analogies, parables, etc., much more easily than other language. When you're writing about something, ask yourself, "What's it like? What's a good example? Can I make my point more effectively by using literary techniques?"
- ⑦ Choose short, direct words over long, fancy ones. Don't "utilize" something -- "use" it. Don't "maximize an opportunity" -- "Make the most of it."

What Do you Know About Waste Oil?

by Leon Snethen

Waste oil is considered to be hazardous waste and is controlled by the state of California. In Santa Clara County, the code is enforced by the Department of Public Health, Toxics Control Unit.

The State code says you cannot store over 100 kilograms (220 lbs or 27 gals) of hazardous waste for more than 90 days without a hazardous waste facilities permit. If you are a small quantity

generator of less than 27 gallons of waste each year, you may accumulate up to that amount before your 90 day storage period begins. At the time that the maximum allowable of 27 gallons is reached, that date must be put on the label; the waste must then be disposed of within 90 days. Even though you may generate less than 27 gallons in a year, you must dispose of the waste at the end of the calendar year.

Each container of waste must have a hazardous waste label attached to it.

I would recommend every superintendent be familiar with this state code and check with their individual county for a **Hazardous Waste Generator's Information Packet**.

They didn't issue me a citation, but they did write me up for non-compliance. Save yourself the frustration.

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*.

Continued next page

STATE ELECTION

Continued from page 6

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

Continued from page 3

- 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
805/832-0177