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#### WHAT'S NEWS

C. E. (Scotty) Stewart wishes all readers of the Bull Sheet to know that he has on file the original drawings of the more than 300 golf course irrigation systems he has designed in the last 40 years, (46 of these courses are in the Chicago District), and that "as-built" copies in blueprint or black line print form are available.

Julius Albaugh's (Superintendent at Westmoreland Country Club) wife, Vicki, gave birth to a baby girl. Name — Melissa, birthdate May 28, 1969, weight 7 pounds 8 ounces.

Bruce Sering's (Superintendents at Evanston Country Club) wife, Barbara, gave birth to a baby girl, birth date June 19, 1969. Weight 7 pounds 9 ounces. Name Anne.

Bert Jannes, Superintendents of the Chicago Park District Golf Courses will host an International Bowling green tournament this summer.

Hope this writing finds Bob Williams, Superintendent at Bob-O-Link Country Club out of the hospital and back on the job.

Medinah Country Club will be the site of the 17th Annual Turf Clinic of the Magcs, to be held November 18-19, 1969.

Ed Fischer is the new Superintendent at the Oak Brook Country Club. Ed was formerly assistant Superintendent at Silver Lake Country Club, Orland Park, Illinois.

Superintendents and Managers joint outing at Sunset Ridge Country Club proved once again a great success. Domenic Grotti's course was in tremendous shape and Manager Clarence C. Watson's hors d'oeuvres and dinner will not be forgotten.



### *The President's Message*

In a few days with dismissal of students from schools, the labor problem should be somewhat eased. Every year seems to get worse, or is it because I am getting older. I have had one applicant this year, and he quit after 4 days. And the "time and one half" law doesn't seem to be in too much jeopardy, as most people only want to work 40 hours or less anyway. I can recall when men worked 10 and 12 hours a day, and found it not only creative but worthwhile. Of course, I realize that this was in the days when so much of our work was still done manually.

Today we are somewhat embarrassed by the word, work. It has become sort of a "dirty" word, in a day when we are giving so much of our attention to relieving man of the work burdens. Machinery does the work for man today. We have shortened the hours of labor and have increased the time of leisure. Some people think that automation is increasing at such a rapid pace that it won't be long before work will be obsolete.

I think many of us are inclined to look down upon those who have to work with their hands and brawn. And whether it is expressed or not, there is sort of an unwritten concept that it is too bad that some people have to work so hard — meaning they have to do physical work. I recall an incident when I was a young boy on the farm, and our hired hand was sent to the village to get a load of coal. The proprietor of the coal company told our hired hand, it was a shame he had to work for a living, when he (proprietor) could make a much easier living pushing a pencil. This man was not only disliked by our man after that incident, but also never trusted again.

A few years ago I had a man quit because he wanted a different job to do every day. He was bored by cutting greens every day. He was bored of repetitious work. This man was bored with life and himself.

At least a third of our life is spent in work, sometimes much more. If work does not bring joy, there cannot be successful life. If what we are doing is not a rewarding experience, we will be filled with misery and frustration. It has been my observation that the happy people of this world are those who find joy

in their work. Furthermore, the successful people are not always those of genius ability. More frequently, they are just ordinary people who enjoy their vocation so much that they work a great deal more and a great deal harder than their fellowman. They keep working after others have quit. Work may be a "dirty four-letter word", but you will never break any laws by practicing it.

Ed Wollenberg, President

## HOW THE FAIR LABOR STANDARDS ACT APPLIES TO COUNTRY CLUBS AND GOLF COURSES

By: Murray H. Rimsay, Information Officer  
U. S. Department of Labor

The Fair Labor Standards Act of 1938, as amended in 1961 and 1966, establishes minimum wage, maximum hours, overtime pay, equal pay, and child-labor standards for covered employment, unless a specific exemption applies.

Prior to the 1966 amendments, the Fair Labor Standards Act only applied to employees individually engaged in interstate or foreign commerce, or in the production of goods for such commerce and to those employed in certain large enterprises. These employees, who were previously covered by the Act, are still subject to the Act and its amendments. Unless specifically exempt, newly covered employees will be subject to the wage and hour standards for newly covered employment which is included in the 1966 amendments.

Employees newly covered include employees in retail and service enterprises or other enterprises with gross annual volume of sales of at least \$500,000, effective after February 1, 1967 through January 1, 1969; and beginning February 1, 1969, employees in an enterprise with a gross annual volume of sales or receipts of at least \$250,000.

Any country club or public and private golf course which employs 2 or more persons engaged in commerce or handling, selling, or otherwise working on goods that have been moved in or produced for commerce, and meet specified dollar-volume tests for annual sales or business receipts is a covered enterprise and all employees are subject to the provisions of the Act.

### Minimum Wage and Overtime Provisions

Public golf courses that have an annual gross volume of sales made or business done, under \$250,000, exclusive of certain excise taxes, are exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act.

Public golf courses which have an annual gross volume of sales of over \$250,000 must compensate employees with a minimum wage of at least \$1.30 an hour and pay for overtime at the rate of time and a half the regular rate of pay for hours worked over 40 in a workweek.

Private golf courses which have an annual gross volume of receipts of over \$1,000,000 must pay their employees a minimum wage of at least \$1.60 an hour and pay for overtime at the rate of time and a half the regular rate of pay for hours worked over 40 in a workweek.

Private golf courses which have an annual gross volume of receipts of over \$250,000, but less than \$1,000,000 must pay their employees a minimum wage of not less than \$1.30 an hour and pay for

overtime at the rate of time and a half the regular rate of pay for hours worked over 40 in a workweek.

A private club's golf course with an annual gross volume of sales or receipts under \$250,000 is not subject to the minimum and overtime provisions of the Act, except for individual employees engaged in handling goods received from other states and shipped in interstate commerce.

Annual gross volume of sales or receipts can be determined by adding the total of initiation fees, charges for use of club facilities, charges for food and beverages, membership dues, rental fees, assessments, fees paid to golf professionals and income from the pro shop if it is a part of the enterprise where goods and services can be obtained to meet the needs of the public or the club's members.

If the pro shop is privately owned, and operated as a separate retail establishment, the pro shop may be exempt, depending on annual dollar volume.

If the pro shop is owned by the club or golf course, its employees are covered by the minimum wage and overtime pay provisions of the Act; but if the shop is operated as a separate retail establishment and is open to the general public, it may be exempt depending on annual volume of sales and number of employees.

The minimum wage for employees currently due \$1.30 an hour must be increased to \$1.45 an hour beginning February 1, 1970 and increased again to \$1.60 an hour, beginning February 1, 1971.

Golf course ground crews engaged in cutting grass, edging, raking sand traps, weeding, and sodding or operating power equipment over the course are all workers covered by the minimum wage and overtime provisions of the Act.

Caddies are not definitely covered under the Act as the Wage and Hour and Public Contract Divisions has made no determination thus far as no court decisions are presently available. However, if a caddy performs other duties as a regular employee of the club, he may be entitled to the benefits of the law.

### Child-Labor Restricted

Sixteen years is the minimum age for most employment covered under the Act. This includes employment during school hours. Eighteen years is the minimum age for employment in occupations declared hazardous. A list of these is available upon request. Fourteen years is the minimum age for employment outside of school hours and for a limited number of hours under specified conditions. A copy of a guide to the child-labor provisions of the Fair Labor Standards Act may be had on request.

### Equal Pay

The equal pay provisions prohibit wage discrimination on the basis of sex within an establishment; when subject to the minimum wage, employees of one sex must not be paid wages at rates lower than those paid employees of the other sex for equal work on jobs requiring equal skill, effort, and responsibility which are performed under similar working conditions.

### Record Keeping

Employers are required to keep records on wages, hours, and other items in accord with regulations issued by the Secretary of Labor. No particular form of records is required. For employees subject to the minimum wage and overtime pay provisions, the following records are required:

Name, home address, and birth date if under 19; Sex and Occupation; Hour and day when workweek begins; Regularly hourly pay rate for any week when