

PRE-CONFERENCE REVIEW

It appears that not even the E.P.A. can motivate individuals towards the ever increasing knowledge needed for competence and advancement in such a demanding profession as ours.

Perhaps many Superintendents cannot be humble enough to admit that they might be at least a little "fuzzy" in one area or another. I can't help but associate this with a cartoon, posted on a bulletin board near the Dean's Office at a major university. It pictured two students who had recently graduated. As they were pondering over all the subject matter both had mastered, one said to the other, "You know, I am still a trifle foggy in 'one' area". Hopefully, most Superintendents don't fall into this category.

The results of several tests administered during the Seminars, undoubtedly indicate that we are not as educated as we would like our committee's to believe—perhaps, more than a trifle foggy!

Of course, it would be unwise to completely blame low attendance and poor attitude on our membership, when many managers, club presidents, green chairmen, etc., haven't the foggiest notion what certification even details. If these programs are to gain the recognition they deserve, a significant and complimentary action by the association is necessary to aid Superintendents in promoting these objectives. Perhaps we have done more harm than good, by inaccurately explaining for one reason or another, the positive aspects of certification, without adequate support and promotion from Kansas. Motivation is certainly lacking, and what better place to light the fire than at your own Club. A little effective communication should do wonders for all concerned, especially if your Green Chairman has the match.

It becomes quite clear that a parallel exists between what occurred in San Antonio and the old saying, "You can lead a horse to water, but you can't make him drink".

**Clyde Hamilton, Supt.
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Two million woodland acres in the Northeastern States were denuded by Gypsy Moth caterpillars this season. That's twice the acreage defoliated in 1970, and more than six times the 1969 acreage. On approximately 25 percent of the two million acres, trees were stripped of from 70 to 100 percent of their leaves.

The U.S. Department of Agriculture has designed a comprehensive 5-year research and development program in an attempt to bring the destructive Gypsy Moth under control. The program will make use of both biological and chemical controls, capitalizing on the best features of each while avoiding possible environmental hazards.

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The United States Department of Agriculture reports that insect pests, unless stopped by pesticides, cause a 25 to 30% decrease in the annual production of fruit and vegetables. This figure becomes even more serious when combined with facts given by the Food and Agriculture Organization of the United Nations. FAO found the 1969 world food production showed no increase over that of 1968 -- even though the population grew. Without the use of pesticides, there will not be enough food to feed the world.

THE COMPUTER

...is a great invention. There are just as many mistakes as ever, but now they are nobody's fault.

EXEMPTIONS TO THE FAIR LABOR STANDARDS ACT AMENDMENTS

If the new amendments to the Fair Labor Standards Act left your budget short of funds for the coming fiscal year, the following exemptions may offer you relief.

The schedule for new minimum wage rates are: (a) beginning 1 May, 1974, \$1.90; (b) 1 January, 1975, \$2.00; (c) 1 January, 1976, \$2.20; and, (d) 1 January, 1977, \$2.30.

• **State and local government agencies which operate seasonal amusement or recreational establishments [such as golf courses, swimming pools and summer camps] may utilize an exemption to the law provided in Section 13 [a] [3] of the Act.** The exemption is clearly provided to public as well as private seasonal recreational facilities. It provides a **complete exemption from both minimum wage and overtime** for employees of an amusement or recreational establishment which meets either one of the following two criteria: (a) is not open for more than 7 months in a year, or, (b) whose average receipts during any 6 months of the preceding calendar year (not necessarily consecutive 6 months) did not exceed one-third of its receipts for the other 6 months.

Year-round department or agency employees who are employed exclusively in the seasonal recreational facility during its period of operation are exempt. However, year-round department or agency employees, working out of the central or regional office or other non-seasonal facilities, spending a part of their work day in a place other than the exempt facility (i.e., maintenance crews or playground coordinators) are not exempt from coverage of the Act.

• An exemption from minimum wage and overtime pay requirements is provided for any employee employed in a bona fide executive, administrative or professional capacity. An employee will qualify for exemption if all the pertinent tests relating to **duties, responsibilities and salary** as stipulated in the Wage and Hour Division's regulations are met. Any employee who is paid at least the minimum weekly salary specified and who also meets all of the duties and responsibilities specified is exempt from minimum wage and overtime pay requirements of the law. An honorific title does **not** make an employee exempt. An employee is not exempt because he has a college degree and is considered a "professional" within his field. This exemption is discussed in "W.H. Publication 1838 (Rev)".

• The minimum wage and overtime requirements do not apply to park and recreation students who are employed in park and recreation agencies primarily to fulfill academic requirements. Where a program is designed to provide a student with professional practice in the furtherance of his college education, and where the training is **predominantly for the benefit of the student**, the Wage and Hour Division does not consider the student an employee of the agency to which he is assigned.

Tim Miles

A LITTLE KNOWN FACT

There are approximately 81 million people who are on government payrolls in one way or another—employment, unemployment, welfare, etc. Yet there are only about 71 million people working in the private enterprise system to earn money to pay taxes from which the 81 million are paid.