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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

overtime is worked; Hours worked each workday and total hours worked each workweek; total daily or weekly straight-time earnings; Total overtime pay for the workweek; Deductions or additions to wages; Total wages paid each pay period; and Date of payment and pay period covered.

Legal deductions include items, such as, social security payments made by employer for the employee, meals and lodging supplied to employees at cost; and income tax deductions. These are the basic records most employers usually maintain for their own information. Time clocks are not required, but, if used, a record of hours worked should be kept. Time cards need be kept only for two years, but records of the required information listed above should be preserved for three years. The Wage and Hour Poster must be displayed for the information of employees.

Records required for exempt employees differ from those for nonexempt workers.

Bona fide executive, administrative, and professional employees are generally exempt from minimum wage and overtime provisions of the Act. However, employers should maintain and preserve records containing the information and data concerning the first four items listed above.

The Age Discrimination in Employment Act

This Law became effective on June 12, 1968. It protects individuals 40 to 65 years old from age discrimination by any employer of 25 or more persons in an industry affecting interstate commerce. Employment agencies and labor organizations are also covered by the law.

It is a violation of the Law for an employer to fail or refuse to hire, or to discharge, or otherwise discriminate against any individual as to compensation, terms, conditions, or privileges of employment, because of age; to limit, segregate, or classify his employees so as to deprive any individual of employment opportunities, or adversely affect his status as an employee, because of age; to reduce the wage rate of any employee in order to comply with the Act.

Under the general regulations issued by the Wage and Hour Division, the term "Employee employed in a **bona fide executive capacity**," shall mean one whose primary duty consists of the management of the enterprise or of a recognized department; who customarily or regularly directs the work of two or more employees; who has the authority to hire or fire other employees, or whose recommendations as to the hiring or firing and as to the advancement and promotion or any other change of status of other workers will be given particular weight; who customarily and regularly exercises discretionary powers; and in a public golf course does not devote more than 40 percent, or in a private course, 20 percent of his hours of work in a workweek, to activities related to the performance of the work of nonexempt employees; and who is compensated for his services on a salary basis, free and clear, at a rate of not less than \$100 per week. A golf course superintendent whose primary duties consist of the management of the golf course and who regularly directs the work of two or more other employees will meet all of the requirements of an executive if he is paid on a salary basis at a rate of not less than \$150 per week, under the law.

The term "**employee employed in a bona fide administrative capacity**," one whose primary duty consists of the performance of office or nonmanual work directly or related to management policies or general business operations of a country club or the club

members; who regularly exercises discretion and independent judgment; who primarily assists the club manager or president, or who performs under only general supervision, duties along specialized technical lines, requiring special training, experience or knowledge, and in a public golf course who does not devote more than 40 percent, or in a private course, 20 percent of his hours worked in the workweek, to activities, such as those performed by nonexempt workers, and who is paid a salary of not less than \$100 a week; provided he is paid on a salary basis of not less than \$150 per week (exclusive of board, lodging, or other facilities), and whose primary duty consists of office or nonmanual work directly related to management policies or general business operations of his employer or club members, which includes work requiring discretion or independent judgment, will meet all requirement of this exemption.

The Executive and Administrative Employee paid \$150 a week, as mentioned above, may perform non-exempt duties up to 50 percent of his working hours provided, of course, he meets all other qualifications.

Golf Course Superintendents meeting the qualifications enumerated previously are exempt from the minimum wage and overtime provisions of the Act. However, the grounds crew who may consist of the golf pro and his assistant, the caddy master, the starter, the golf course maintenance employees, the tennis pro and his assistant, may or may not be exempt, depending upon their qualifications. This is true also if the country club has a swimming pool, employing swimming instructors, and life guards.

A booklet, containing "Regulations and Interpretations, Part 541," which fully defines the Terms of Executive . . . Administrative . . . Professional . . . and Outside Salesman, will be mailed upon request.

The coverage of the Fair Labor Standards Act to club house executives and employees, including food and beverage workers, office staff, maintenance employees, locker-room attendants, porters, maids, and housemen will be published in an early issue of The Bull Sheet.

Inquiries about the Fair Labor Standards Act will be answered by mail or telephone at any regional or field office of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor. The Chicago Regional Office is located at 219 South Dearborn Street, Chicago, Illinois 60604. Telephone: 353-7246.

Many thanks to Mr. Rimsay for the excellent article on the wage and hour law. Mr. Rimsay requested 6 copies in which one is to be sent to Washington, D. C. My first thoughts were President Nixon interrupting a cabinet meeting for his "Bull Sheet."

Editor, Dick

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RECORD'S RECORD

By Lee Record
USGA Green Section
Mid-Continent Agronomist

The spring of 1969 will be remembered by superintendents throughout the mid-west. Desiccated areas have responded slowly due to the unseasonable cool spring. Bentgrass has filled in slowly, soil temperatures have not reached a peak to encourage optimum growth. Desiccated areas varied . . . in some cases, exposed greens which normally dry out from whipping winds haven't; protected greens which should have weathered the storm are weak.

We see a particular pattern on those greens which came through the winter in excellent condition. Early watering, up to 1000 gallons per green applied in late February and early March look good. Heavy applications of topdressing last fall, or those heavy topdressers through the season came in with flying colors. Toronto looks to be a superior bent to stand up under adverse conditions. Thatch accumulation played an important role; thatch under $\frac{3}{4}$ inch made it, thatch in excess of $\frac{3}{4}$ inch dried out. Non-walk off and non-cupping areas where thatch builds up are the weakest areas on most greens, and the slowest to recover.

Aeration, topdressing, spiking overseeding, syringing, light frequent fertilizer application, you name it, it's been tried and the results to date are poor. Soil temperatures and a good warm spring rain could not be found during the past two months.

Bermudagrass on fairways in the Kansas City - St. Louis area was killed out on many courses. Zoysia looks to be the promising grass to use on fairways until a winter hardy Bermuda come along. Perhaps a combination of Bermuda, Zoysia and Bluegrass will win out . . . oh yes, **Poa annua** grows well with all three and it was a beautiful spring for **Poa**. Only one trouble, if you killed out the **Poa** when the Bermuda was dormant, silver crab came in. If you let the **Poa** alone, it came on so fast and furious, it held back any Bermuda which might have made it. Now that **Poa** is about gone and the Bermuda isn't there; silver crab is still bouncing around . . . you think you have troubles.

Bernie Belknap licked the labor problem. Bernie is the soft spoken superintendent at Rolling Hills Country Club, Wichita, Kansas. Miss Joy Baker is in charge of the new tri-plex greens mower Bernie uses on greens. Handles the machine like a top . . . don't go away, Joy is one of four girls Bernie employs of his twelve man, whoops! . . . crew. The girls work in sections and take care of traps, greens and tees. Nicest looking bunkers you ever saw. Bernie is pleased with their work; they do a day's job, don't gather around the drinking fountain, haven't talked back and come in seven days a week. What more can you ask for?

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ILLINOIS TRUGRASS FIELD DAY AND OPEN HOUSE

The 1969 Illinois Turfgrass Field Day and open house will be on September 12, 1969 from 10:30 a.m. to 3:00 p.m. The meeting will be at the turf plots on South Lincoln Avenue (one mile south of Florida Avenue) in Urbana. Lunch will be on your own.

The meeting will get underway under the "big top" with a discussion of the turf problem that occurred in 1969. Specialists in turf management, plant pathology, entomology, weed control, etc. will lead the discussion and answer your specific questions.

Specialists will conduct a tour of the turf plots giving a short summary of the work being conducted at each stop. The specialists will remain at the different plots to visit with those with special interest in his work.

Be sure to come and bring along your fellow turf workers so that we can make this the biggest and best field day yet.

Dorothy H. Carey, Secy.
Illinois Turfgrass Foundation

ALGAE CONTROL

ALGAE CONTROL

Now that the warm weather is with us again many superintendents who have lakes on their golf courses will be faced with the problem of getting rid of the algae, which is unsightly and which often gives trouble at the pumping plant by blocking up the intake screen.

Copper sulphate, in the powder or crystal form, is widely used for the control of algae, it can be effectively applied in various forms such as:

1. By dragging a sack of the crystals by means of a boat up and down the lake in parallel paths about 15 feet apart, the wave action on the lake gives adequate dispersion.
2. Where the lake is fed by a creek a sack of the crystals may be placed in the creek where it enters the lake so that the water carries the dissolved copper sulphate into the lake.
3. By mixing the copper sulphate in powder form in the spray tank and then evenly spraying it on the surface of the lake.

The amount of copper sulphate required is usually based upon treating the top six feet of water in the lake; however in rare cases troublesome growths can be encountered at greater depths.

Where the lake supports fish life care must be taken to prevent an overdosage of the copper sulphate otherwise many of the fish will be killed. The following table shows the **minimum lethal** doses for various fish based upon a lake of ONE ACRE in surface area and SIX FEET in depth, and which contains approximately two million gallons of water.

Fish	Lbs. of Copper Sulphate per acre
Trout	2.40
Carp	5.00
Suckers	5.00
Catfish	7.00
Pickrel	7.00
Goldfish	8.00
Perch	12.00
Sunfish	20.00
Black bass	34.00

Where fish life was not of importance the writer has seen where 20 lbs. of copper sulphate completely cleared a one acre lake of algae in a few days.

C. E. (Scotty) Stewart

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INDUSTRY NEWS

NEW TURF AERATOR RELIEVES DEEP SOIL COMPACTION

Deep soil compaction beneath the turf on golf course greens and tees, caused by heavy foot traffic, has been a constant source of trouble for golf course superintendents. Moisture, oxygen, and fertilizer cannot penetrate deeply enough with the result that the turf loses its resilience, greens tend to flood from rains and sprinkling, and the grass growth is spotty and sparse. Usual spiking or punching does not penetrate deeply enough to cure this deep compaction.

Sod-Master, Minneapolis based manufacturer of turf maintenance equipment, has introduced a new machine, the Pipe Piper Sub-Air, which actually tills the subsoil to a depth of 7 inches which is below the turf thatch. Three parallel-mounted blades cut fine slits through the turf, loosening the subsoil so that moisture, oxygen, and fertilizer materials can easily penetrate below the root growth. No plugs are removed and there is no debris to clean up. Spring-loaded rollers, which follow behind the cutting blades, iron out any irregularities so that greens remain in top playing condition and golfers need not contend with "pegboard" surfaces. The Pipe Piper Sub-Air is self propelled and only one man is needed to do the entire aerating job.



MC PHERSON, KANSAS — Dale E. Longstaff has been appointed PVC Field Service Manager of the Pipe Division of Certain-teed Products Corporation. The announcement was made by W. R. Blankenship, General Sales Manager of the division.

Mr. Longstaff was formerly the Installation Instructor for the St. Louis division. He also served as Installation Instructor for Plains Plastic, Inc.

CHECKING YOUR LABOR COSTS

Prof. James Aylsworth, University of Illinois

Reprinted from Illinois State Flor. Assoc. Bulletin

It is widely recognized that wages in the common labor market have been increasing for many years. What has not been so widely recognized is that the total labor cost is much more than the basic wage. The minimum wage now is \$1.60 for greenhouse workers. But the hourly wage rate is no longer a true reflection of the labor costs of operating a business. Labor-management agreements today place even greater emphasis on fringe benefits. In 1929, a Dept. of Commerce study indicated that the non-wage benefits amounted to slightly over 1% of the labor bill. But in 1949, this was up to 15.4% of the total bill. The trend is that these fringe benefits will continue to increase. These studies do not include the cost of supervision or the cost of keeping the labor records, making out payroll and other costs incurred with having labor. In order for a manager to properly evaluate his business operation, he must know the total cost of labor.

Every employer knows that he must make certain legal payments such as social security and workmen's compensation on top of the basic wage. This amounts to an additional 4.4% above the basic wage rate. Then, too, what firm can hire a full-time employee without a paid vacation, paid holidays, and that bug-a-boo of all efficiently run operations, the so-called coffee break once or twice a day.

When a manager calculates the cost of labor, he should include all the costs that he incurs in getting an hour of labor from an employee. This includes not only the basic wage but also the "fringe benefits", the nonproductive time, and the office time to keep labor records, make labor reports, etc.

Since most of these fringe benefits and coffee breaks are necessary to keeping good help, the employer would be the last person to eliminate them completely. However, it is important to you as manager, to realize that the labor that you have been paying \$1.60 per hour may be costing you more like \$2.25.

We have found in a preliminary study at the University of Ill. that the basic wage rate is only 70% of the total labor cost. So if you are paying the minimum wage of \$1.60, and charging the operation less than \$2.25 per hour, you are probably not making any money on labor.

Why is this so? As an employer, you furnish the tools, the place of business, all the equipment, sometimes including the laundry or uniforms. You also provide for a coffee break, a place to hold a coffee break, you pay for the employees vacation, pay for the legal holidays, you contribute to social security, workmen's compensation, life insurance and other agreed upon cash benefits. You provide time for the employee to put on gloves, replace and get additional tools when they are changing jobs, all of which is non-productive time. A portion of the office space is used to keep labor records, office time is used to make out the payroll and other labor records. You also provide a portion of your time or a foreman, to supervise and instruct the workers in doing their jobs.

The following worksheet has been prepared to help your own labor cost.

1. Base rate: Use a weighted average if the workers are not at the same rate.
2. Vacation: 4% of the base rate allows for 2 weeks


vacation. If your workers get more or less vacation, raise or lower this figure.

3. Paid holidays: 2% of the base rate allows for 6 holidays: New Years, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. If the workers get more or less time off, then adjust this figure.
4. Break time: 6% of the base rate allows for 30 minutes of official break time per day.
5. Social Security: (employer share only) 4.8% set by the government.
6. Insurance, hospitalization, etc. (employer share only) 1% of the base rate, if you have this type of a program.
7. Non-productive time: 6% of the base rate allows for 30 minutes of lost time per day (this may be too low).
8. Record keeping: 2% of the base rate allows for the time to keep records as well as paying for the additional books and other records.
9. Supervisory time: 20% of the base rate allows for a foreman or 1/2 of the manager's time if it is a small firm.

TOTAL: The total figure is what the labor is really costing you on a per hour basis. So when figuring a cost of production or when bidding on a job, you must recover this amount before you begin to make any profit on labor time.

EFFICIENCY $\frac{\text{base rate}}{\text{total wage}} =$ _____

If your efficiency is above 70% you are doing pretty well but if you are much below 70% you had better sharpen your pencils and check your efficiency.



the grass people

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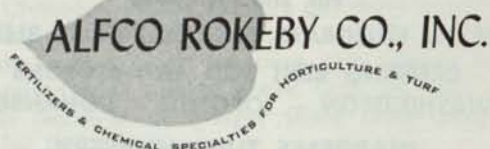
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