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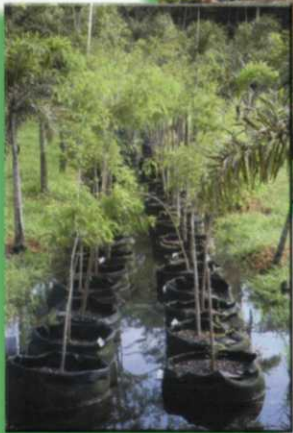
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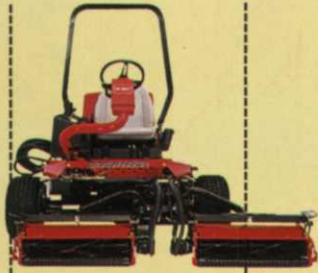


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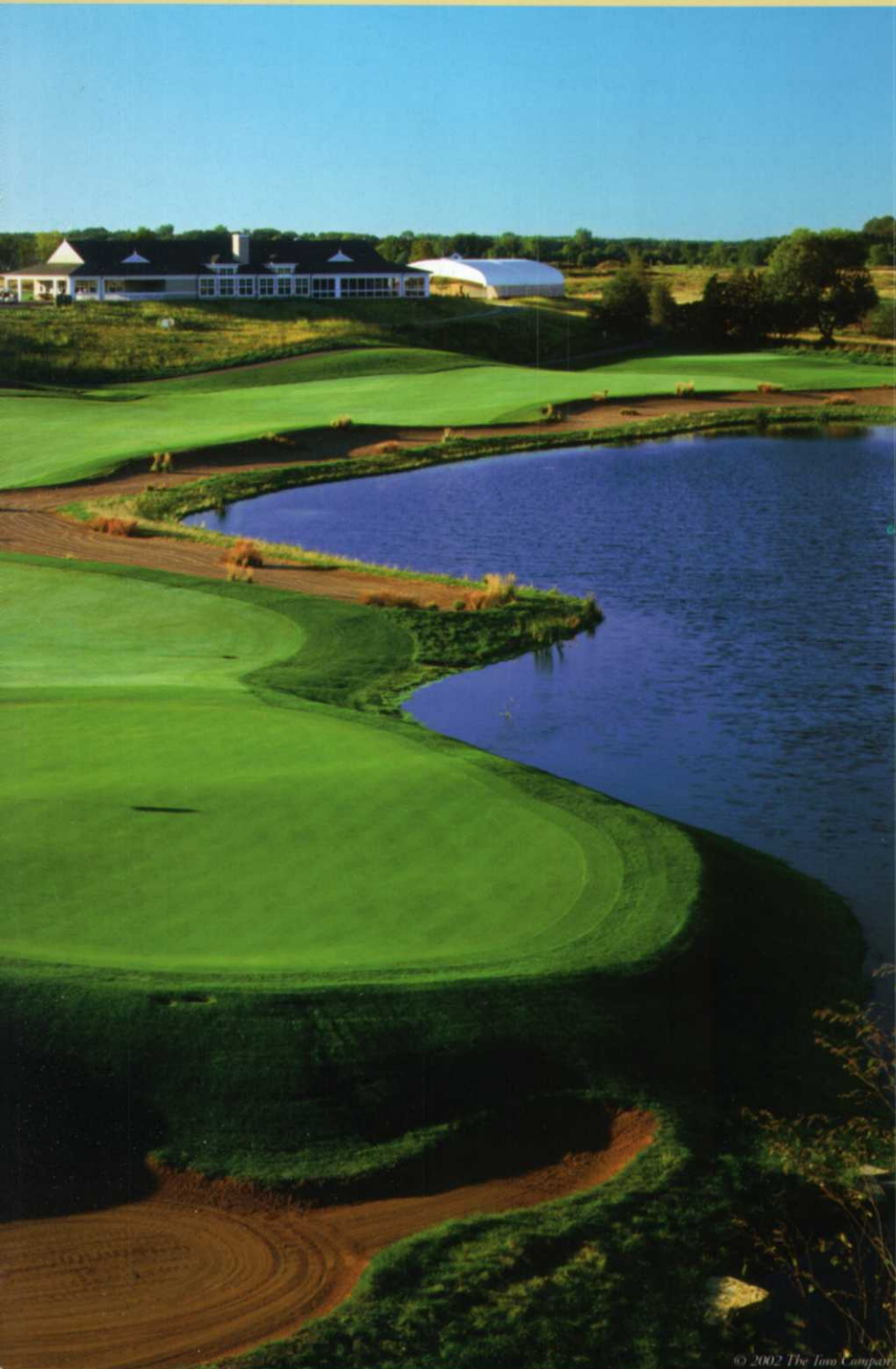


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long-term success.

Cunningham reports that he had a good year and did not experience the problems some courses faced this year. He beat the rainy weather by getting the seed down in the second week of October and he had those two weeks to manage the seedlings properly so that he maximized their establishment.

Cunningham says, "I know we are fortunate to have the down time, but preparation is the key to success. We verticut the greens two ways and lowered the height of cut slightly to enhance seed-to-soil contact. After spreading the seed we dragged it in with a carpet drag and top-dressed heavily. I feel the heavier topdressing helps to trap the moisture and prevent the seed from drying out. With the closed time, we are able to properly irrigate and syringe to maximize germination without interfering with play."

"We only apply 8 pounds total of *Poa trivialis*. You can always add, but you can't subtract. It's more of an inter-seeding than overseeding. We contract out seeding of the fairways. I know for budgetary reasons many clubs do things in-house. We just feel that as part of a thorough preparation for the busy winter season, we want to maximize success

"I feel more comfortable with a contractor on a new tractor with a computerized spreader who does this every day, than one of our operators who may only do this once a year if we're lucky. At 400 pounds per acre, I don't want skips, misses and big overlaps which wastes money and seed and can cause transition misery if over applied in the shady roughs."

"I believe in the old saying, 'As you go in, so you come out', so we always try to manage the base bermudagrass first. If the bermudagrass is healthy and prepared properly it will survive and remain playable no matter what happens to the seed. We bump up our potassium levels to help with cold hardiness and we solid-tine aerify high traffic areas in January before they wear out. We don't wait for a problem to become visible, and then it's too late. We all know where these areas are on

our courses, so why wait? Stay ahead of the curve and prevent a problem before it happens."

"Transition has gone smoothly also. We haven't used any herbicides to take out the overseeding. The greens were seeded lightly enough that light verticutting, a lower height of cut and the warmer weather have taken out the *Poa trivialis* without any problems. The fairways are also transitioning smoothly with just a slight lowering of the height of cut."

John Cunningham

Southeast Too Much Seed Can Be as Harmful As Too Little



"My rule of thumb is to go with what's growing."

- Paul Crawford, CGCS

Paul Crawford, CGCS, the 23-year veteran at the Palm Beach Country Club, hasn't altered his program very much at all over the years. While some may think overseeding this far south is overkill, Crawford says winters like 2002-03 show why he still overseeds to protect the turf and maintain good playing conditions in the always-unpredictable Florida winters.

Crawford says, "Every once in awhile, when we get a string of mild winters people begin to talk about backing off their seeding programs to save a few bucks, and then winters like this come along and they provide a big reality check. People are seeing purple and brown bermudagrass for the first time in a long time. I think overseeding is a pretty cheap insurance policy to guarantee good turf in the winter.

"I subscribe to John Foy's theory of

overseeding for south Florida, and that's inter-seeding not overseeding. We apply a blend of 3 lbs of Pennlinks bentgrass and 3 lbs of *Poa trivialis* at a rate of 6 lbs per 1,000 sq. ft. to our greens. One time. No repeated dusting applications at 2 lbs/1,000 sq. ft. as some folks do. I think most transition problems are caused by too much seed and not too little. In our fairways and roughs we apply 300 lbs/acre.

"I will qualify that by saying you really should have a checklist that tells you what type of club and golfers do you have and what do they want? Some just want fast greens and to heck with the color. Other clubs may want a park with beautiful stripes. Depending on your club and your budget, you will then have to apply different techniques to produce what is desired. Grass selection is important also. Some tolerate heat more than others. It all depends on what you are looking to accomplish and when.

"My rule of thumb is to go with what's growing. If it turns out to be a mild winter, the bermuda may take over. That's fine. Just let it go. Our preparations for seeding are pretty tame. We verticut the greens lightly and do nothing to the fairways before seeding. We take two days to do the front nine and two for the back nine. We open on Friday. It seems to me that the courses having problems in transition tended to go heavy on the seed rates.

"When spring comes early as it often does in south Florida, keep in mind we are managing very immature plants. They are at best only five months old by the time transition comes along. That's when superintendents walk a fine line with hot days and still cool nights. We have to be very vigilant and syringe and hand-water as needed to avoid losing the overseeding too quickly. Once the soil temperatures are up, then it's time to favor the bermudagrass with verticutting and fertility. You can never go by the calendar with overseeding. It's all visual and a feel for what's happening.

Paul Crawford, CGCS

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We Don't Say 'Thank You' Often Enough

By Don Benham

I received an E-mail the other day about thanking people with an E-mail. It was suggested I send a personal note to individuals acknowledging something about them I like. You know the kind of E-mail I mean. The touchy-feely ones suggesting I send the message to ten people. I never do even though most of them are just harmless pass-along-the-story type of mail.

For some reason several days after I had deleted the E-mail it was still on my mind.

Benham's Beat



My wife and I had dinner last evening with several old friends, "old" meaning I have known them for more than years.

One couple volunteers at Sarasota Memorial Hospital three days a week and has been doing this for 10 years. Thinking of the E-mail, I thanked them for contributing their time for a common good. It made me feel good for thanking them even though I have never been a patient in that hospital.

We all know somebody in our business who contributes personal time to help golf. He or she might be your local chapter secretary or treasurer or one of the other board members who spends a lot of time on chapter business. They might be in charge of securing speakers for the monthly meetings, keeping the check-book balances, producing a newsletter, or maintaining a Web site.

I was at the Suncoast Chapter meeting for the annual election at Sara Bay Country Club. There were several reports given of Chapter interest just as at every other chapter meeting going on across the state. I have been attending chapter meetings for 30 years with people volunteering their time for the benefit of the whole group. I have thanked a lot of people over those years but I also have taken for granted and not thanked many others.

At this Suncoast meeting one of the speakers was from Sarasota County and he brought along copies of the working draft of a new regulation entitled "Sarasota County Golf Course Design and Performance Standards." My first thought was that I had better send a copy of this to Joel Jackson.

Joel had sent out a memo March 22 suggesting - and I quote - "We can't emphasize

enough how beneficial it can be for your chapter to host a monthly meeting where you invite local legislators to attend and give you, the voters in their district, a legislative update. Such meetings provide you with the opportunity to discuss the regulatory issues facing golf in your district."

It should not be a gripe session but it can be an educational exchange, beneficial to both parties. This working draft turns over a lot of control and reporting to the county. I know it is being written in a positive manner but it is very far-reaching in taking control of golf courses in the county.

I asked the question, "What prompted the writing of this ordinance?" I was told that when new golf courses were being built, people were concerned about safety and possible chemical runoff into water supplies. This ordinance has a detailed section on "Existing Golf Courses."

This is exactly what Joel has been warning us about. Thank you, Joel Jackson, for all of the extra time you spend in meetings and collecting information for us. You go far beyond your job. It's time I said this thank you to you, the same as I did to the couple volunteering at the hospital. I have a lot more thank-yours to be said and I am going to make sure that I say them in the future.

"Editor's Note: You're welcome, Don, and thanks for the "atta-boy," but give credit to the Suncoast GCSA and especially the Suncoast Owners Association. Thanks to their involvement in the process it looks like the stringent "Existing Course" section may be removed after both groups had presented real world facts to the County. This is a good example of why owners need to be more united and involved in Florida's golf industry."

USGA Update BMPs Suggested for Golf Course Water Coolers

by David L. Wienecke

Golf course water coolers have been in the news after an Arizona golf course was found liable for contaminated drinking water resulting in a death. The following points outline some best management practices aimed at reducing potential potable drinking water contamination on the golf course. Additional information is available at the Cactus and Pine Golf Course Superintendent's Association Web site at www.cactusandpine.com.

Water and Ice:

Arizona golf courses now have padlocked containers to secure water quality in any coolers placed on the golf course. To avoid the potential for contamination, ice also should be in a locked container unless it is a dispenser-type ice machine. Water and ice in the cooler must be from a public-water distribution system or approved water supply that is tested to ensure conformity with applicable regulations. Check with your county or state health department to verify that your water source meets applicable regulations for potable water.

Water Dispensers:

If using a cooler, it should be made from food-grade materials and be easily cleaned. The cooler spigot should be a gravity-flow design to minimize contamination.

The Maricopa County Environmental Services Department recommends cleaning water cooler dispensers every 24 hours.

Recommended cleaning procedures include washing with a detergent, rinsing with clean potable water, followed by an approved sanitizer such as chlorine bleach immersed for at least one minute.

Contact your health department for recommended bleach dilution rates for sanitizing.

The sink used for cleaning ideally must be large enough to allow complete immersion of the cooler. If this is not possible, a cleaning and sanitizing in-place procedure has been approved by on-site inspectors.

The dispenser nozzle also must be cleaned prior to filling containers.

Cleaning procedure recommendations also include air drying of the container. Containers should never be in contact with the floor.

Arizona golf courses are being inspected by the environmental services or health departments to ensure proper cleaning and sanitizing is being done for water cooler dispensers.

Some Arizona golf courses have chosen to stop using water coolers and have installed refrigerated drinking fountains equipped with single-service paper cups. If this is done, make certain a licensed plumber installs the machine to ensure compliance with all appropriate plumbing codes. Compliance with all applicable vending machine regulations also is required. Machines installed must be National Sanitation Foundation Underwriters Laboratory and National Automatic Merchandising Association approved. These approvals (i.e. "NAMA Listed" service mark) are found in the upper left hand corner on the front of the machine. In addition, machines in compliance with these standards will have a letter of compliance listing the manufacture, model, and date of certification that the vendor should be able to show the purchaser.

The machine must be protected from contact with irrigation system sprinkler water.

The golf course is required to sample the water dispensed from this machine at least once every 12 months to detect coliform bacteria.

An approved laboratory is required to do this analysis. Records of these testing results must be kept for a minimum of 2 years.

Another option being used in lieu of the standard ice-filled coolers is bottled water. If this option is used, a sign with the same language found on the bottled water label is recommended to warn against drinking from bottles where the safety seal has been broken. If ice is provided it should be in a locked container to avoid potential contamination.

Dispenser Filling:

- The water cooler must be filled in a room with a ceiling and floors that are smooth, dry, and easily cleanable. (The golf course restaurant kitchen makes a great location for dispenser filling and cleaning.)
- The water cooler should not be placed on the floor when filling.
- The filling area must be free of insects, chemicals, or other potential contaminants of the water or dispenser.
- Hoses used to fill containers should be for potable water use only. Garden hoses are not acceptable for filling these containers.
- Plumbing codes, including cross connection protections, should be maintained at all times.
- Air gaps provide excellent cross connection protection during filling and cleaning.
- Ice used for the cooler should never come in contact with humans.
- Disposable food-grade gloves should be used by the person filling the cooler.
- Use a food-grade ice scoop for filling containers.
- The water used to make the ice must meet all applicable health requirements for potable water.
- The ice-making machine also should meet all applicable health requirements for human consumption.
- Water should not be stored in coolers overnight.
- Coolers should be filled each day with fresh water in clean, dry containers.
- Containers should have a food-grade, approved lid that allows a complete seal following filling.

Dispenser Location:

- Dispensers should be a minimum of three feet off the ground in a locked container. Dispensers should never be in contact with irrigation or other non-potable water. Dispensers should be removed each evening if the golf course will be irrigated with reclaimed or effluent water.
- Single-service cups must be provided and protected at the dispenser.

Personal Hygiene:

- Employees must wash their hands prior to filling containers.
- Persons involved in handling, filling, and cleaning these water dispensers should follow the health department food handler protocol used in restaurants.
- While these details may be imposing, the result of not protecting yourself could be sickness of persons drinking contaminated water.

GCSAA Update

GCSAA Chapter Executives Meet in Lawrence

By Joel Jackson, CGCS

Every two years GCSAA-affiliated chapter executives and leading chapter officers hold a two-day conference to network and discuss ways GCSAA can better serve the chapters and how individual chapters can operate more effectively. This year Marie Roberts, FGCSA association manager, Samantha Kriesch, Calusa GCSA executive secretary and Kyle Sweet, EGCSA vice president attended from Florida. There were 48 representatives from the 103 affiliated GCSAA chapters. We met April 29-30. First-time attendees could attend an optional orientation session on the afternoon of the 28th.

Goals and Objectives

The goals of the conference were to:

1. Identify resources to help us more effectively manage our affiliated chapters.
2. Establish and/or strengthen professional relationships with other affiliated chapter executives and volunteers through networking and sharing ideas, challenges and innovative solutions.
3. Participate in small group discussions on a variety of topics to help our chapters grow in the scope and quality of services and programs it delivers to members.
4. Discuss today's issues and tomorrow's challenges in meeting the ever-changing needs of golf course superintendents.
5. Return home with a renewed energy and perspective on how to best serve our chapter's members.

The first morning we were updated on all the GCSAA departments and services available to members, including Career Development, Chapter Services, Conference Events and Meeting Planning, Education, Corporate Marketing & Sales, The Environmental Institute for Golf, Government Relations, Human Resources, Membership, Information Technology (Web site improvements and online services), Publications, and Research.

After the morning break we broke into small groups and tackled topics like chapter fundraising activities, alternative revenue sources besides dues, soliciting chapter event sponsorships, and chapter foundations.

In the afternoon Open-discussion session, the topics were ways to enhance the government relations program, how to grow the membership, chapter media/public relations programs, and legal issues including discussions on ethics-violation incidents, bylaws compliance, and chapter liability insurance.

Steve Mona also updated the group

2003 Plants of the Year Part 3

In an ongoing effort to promote the production, sale and use of superior Florida-grown plants, the Florida Nurserymen & Growers Association has announced 2003 selections of the Florida Plants of the Year. This program was launched to promote under-utilized, but proven Florida plant material. These proven ornamentals are selected on an annual basis by a group of growers, horticulturists, retailers, landscape professionals and University of Florida faculty.

For a plant to be considered a Plant of the Year, set criteria must be met. Selected plants have good pest resistance, require reasonable care and are fairly easy to propagate and grow. The award-winning plants must also exhibit some superior quality, improved performance or unique characteristic that set them apart from others in their respective classes. Here are two more 2003 selections for your consideration:

Stokes' Aster

Botanical Name: *Stokesia laevis*

Hardiness: Zones 6-9



Stephen Pategas-Hortus Oasis

Mature Height and Spread:

Foliage 8-12 in. tall x 14-18 in. wide. Flower stalk may reach 16-24 ft. tall

Classification: Herbaceous perennial

Landscape Use: Mixed border plantings or massed near front of perennial beds in full sun or light shade. A butterfly attractor.

Characteristics: Originally a native plant, but now offered in selected forms, it tolerates a wide range of soil conditions throughout the state. This perennial defoliates in extreme cold, but is evergreen in temperatures above 24 degrees. Flowers are 2-4 in. in diameter, ranging in color from deep blue to lavender to white.

Yesterday-today-and-tomorrow

Botanical Name: *Brunfelsia grandiflora*

Hardiness: Zones 8-10

Mature Height and Spread:

5-8 ft. tall and wide

Classification:

Flowering shrub

Landscape Use:

Specimen plant or color accent

Characteristics:

One of several species all bearing masses of large flat flowers that open purplish-blue and fade to light blue then white. All three colors are noticeable on the plant at the same time. This evergreen shrub has somewhat glossy leaves and continual summer flowering.



Yesterday-today-and-tomorrow. Photo: Derek Burch



Samantha Kriesch, Calusa GCSA executive secretary, and Kyle Sweet, Everglades GCSA vice president, pose next to the Old Tom statue at the GCSAA Headquarters in Lawrence, KS. Photo by Joel Jackson.

on the state of the association. He also shared a list of "Ten Truisms" for association staffers to keep in mind. These tips have been gleaned from his years of association service, and were a good reminders to help staff members to keep the proper perspective when dealing with changing boards.

Accounting, financial management and tax issues were also covered in the afternoon, with emphasis on taxable, unrelated business income and how lobbying (since we are getting more pro-active) affects our non- and not-for-profit tax status.

A chapter-executives survey that covered all facets of working conditions, salaries and benefits much like the superintendent and course-maintenance surveys we conduct biannually. As you might expect, the responses were all over the map from independent, part-time outside contract situations to paid staff like Marie and me, to executive directors with offices and staffs.

The update on the PDI implementation was of much interest, since these are the folks who will be doing a large share of the record keeping and reporting. And I imagine they will also get heavily involved in making sure monthly-meeting education programs are submitted for GCSAA approval for Class A education points.

Another topic was how to improve working relationships with state golf associations. This is a relatively untapped sleeping giant of public opinion and research funding. The time is rapidly approaching when golf course superintendent associations will be holding regular state and regional golf "summits" with state golf associations (the players); club managers association, golf course owners association and turfgrass associations to help defend and promote the business and game of golf.

Superintendents See Internet As Important: Survey

Most superintendents read news and obtain product and technical information online; see Internet impact as moderate to high

A recent survey by Bayer Environmental Science of superintendents at the Golf Course Superintendents Association of America International Conference and Show in Atlanta, indicated that more than 90 percent of respondents believe the Internet and related online services have a moderate to high impact

on the golf course industry. However, most use the Internet to read news and obtain product and technical information, not yet to purchase products, the survey indicated.

Only one individual claimed to "never" use the Internet. The rest of those surveyed indicated they use the Internet mainly to:

- Research product/technical information (62%)
- Read news (37%)
- Review job openings (31%)
- Make purchases, general and work-related (21%)
- Get event updates (21%)
- Just curious (17%)
- Correspond through forums (3%)
- Don't use it (1%)

Online Purchasing

Though only 36 percent of respondents purchase work-related products online (and those purchases total an average of 10 percent of monthly purchases), 71 percent said they would purchase products online in the future. They cite close relationships with local distributors/salespeople and unfamiliarity with Internet purchasing as why they haven't yet purchased online. The remaining 29 percent indicated they would not purchase online in the future or that they live outside the country or have other reasons why they cannot process online payments.

When asked what online functions they would like to use but are not available to them or not invented yet, answers ranged from golf-specific weather information to thorough MSDS/chemical information to forums or chat rooms about golf course management.

The survey was conducted at the GCSAA Internet Cafe on the show floor. One hundred superintendents were surveyed. The average age of respondents was 37, with 92 percent working within the continental U.S., and eight percent working overseas.



Computers have graduated from irrigation controller to information source.

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Are You Ready for

OSHA



By Bruce R. Williams

In my travels across the country I am seeing more and more emphasis placed on safety in the workplace. This can cover many issues, but I would like to concentrate on OSHA, which is the Occupational and Safety Health Administration. Many superintendents are unfamiliar with the laws and unfortunately are also not in compliance. This can lead to significant fines and possible business closure. It is a serious matter.

OSHA has a web site that you can refer to for more information: www.osha.gov and they can answer many questions that you might have. You may also want to consider utilizing a free consultation program called the Voluntary Protection Program. The VPP will allow you to have a representative of OSHA tour any portion (or all) of your facility and inform you what changes are required for compliance with OSHA standards. No fines will be assessed for noncompliance. However, there is a potential catch - you must mitigate any items within the specified timeframe given by the inspector. If you do not, it is possible that you will be turned in to OSHA and then be subject to fines.

Ever wonder what your chances are of receiving a visit from OSHA? The likelihood that OSHA will visit you is based on the following inspection priorities:

1. Imminent danger
2. Catastrophes, fatalities and accidents
3. Employee complaints
4. Programmed inspections and follow-up

Be aware that you are required to call the local OSHA office within eight hours if you have an employee fatality or an incident that requires hospitalization of three or more employees.

When OSHA Arrives

If OSHA visits your operation, their first request will be to view your OSHA 200 log and, as

of February, they now will request the OSHA 300, 300A and 301 logs. (The OSHA 200 and 300 logs are a compilation of your injuries and illnesses that have occurred throughout the year). The OSHA 300A form, with the prior year's information, is to be posted annually between Feb. 1 and April 30 on the staff bulletin board.

Health and Safety Policies

The next request will be to review all your health and safety policies, and also your training records. Below is a list of required policies:

- Blood Born Pathogen Policy
- Emergency Action Plan
- Hazard Communication Standard with MSDS training module
- Hearing Conservation Standard (if required)
- Lockout/Tagout Standard
- Permit Required Confined Space Policy (if required)
- Personal Protective Equipment Revised Respiratory Standard
- Fire Extinguisher Training

OSHA Standard 29 CFR 1910.157 covers training and education for employees on handling fire extinguishers. "Where the employer has provided portable fire extinguishers for employee use in the workplace, the employer shall also provide an education program to familiarize employees with the general principles of fire-extinguisher use and the hazards involved with the incipient stage of firefighting. The employer shall provide the education required in the preceding sentence upon initial employment and at least annually thereafter."

Site Tour

Common violations that are noticed in areas that golf course superintendents have responsibility are:

- CO2 tanks are not chained to the wall
- High voltage signage missing in mechanical areas or on buildings

- Eyewash/shower stations lacking or inoperable.
- Overloading electrical outlets
- Doorways cluttered with boxes or equipment.
- Fire extinguishers out of date or lacking tags.
- First Aid kits are not stocked
- Hazardous chemicals in close proximity to one another (oxidizers, flammables and corrosives)
- Proper personal protective equipment not available for staff (or the staff is not trained to use it)
- MSDS books do not have a table of contents.
- Employees observed are not using personal protective equipment (eyewear, earplugs, respirators, apparel)
- National Fire Protection Association regulatory four-color signage missing for gas, pesticide and other storage areas
- Storage of flammables in approved metal flame-proof cabinets
- Outdoor lighting/wiring missing protective covers and/or ground fault circuit interrupter needed
- Work areas may require yellow tape to designate walkways
- Missing machine guards on grinders and other equipment

Develop an Action Plan

Every golf operation should develop an action plan to analyze their current situation. A list of corrective measures can be developed with a time frame to implement those changes required. A budget will need to be established so that improvements can be implemented on a priority basis.

Try to do most of these improvements internally. When you think you have all the bases covered, then participate in the Voluntary Protection Program of OSHA. Keep your owners, GM, or green chairman informed of the laws and regulations. Document your communication so that you can later reference your recommendations.

*Credit: Peaks and Prairies GCSA,
The Perfect Lie, May 2003*

Editor's Note: In today's litigious society, a superintendent may well find himself as a co-respondent with the club in a lawsuit resulting in employee injury if proper safety precautions have not been taken or enforced. As Williams says, "Document all communications..." to show you are trying to abide by the law at all times.

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