

# GOLF COURSE NEWS

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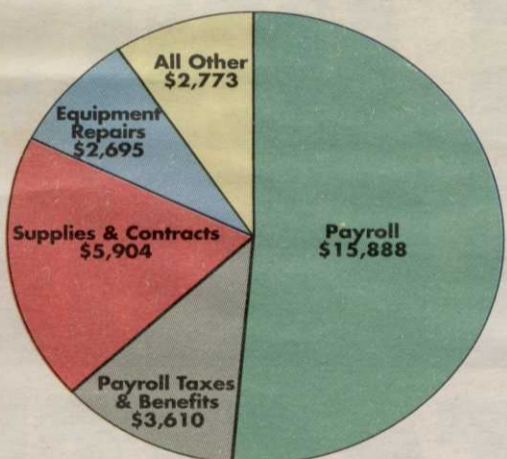
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#### Maintenance breakdown per hole



Based on a 1991 survey of private country clubs in the United States. The average maintenance cost per hole is \$30,870. Source: Pannell Kerr Forster

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## Michigan Homestead gets go-ahead

By Peter Blais

GLEN ARBOR, Mich. — The four-year battle apparently isn't over for the Homestead Resort's golf course project.

The national office of the Environmental Protection Agency May 8 approved the controversial northern Michigan course, including the filling in of 3 1/2 acres of wetlands.

EPA Director William Reilly's decision upheld the Michigan Natural Resources Commission's 1990 approval

### Despite EPA approval, controversial project not out of the woods yet

and the wishes of Republican Gov. John Engler. But it conflicted with the recommendations of the regional EPA office and four other government agencies.

Three days later, project opponents — including Friends of the Crystal River, Sierra Club, Michigan United Conservation Clubs, National Wildlife Federation

and Trout Unlimited — filed a lawsuit in U.S. District Court seeking to overturn the EPA ruling. A decision whether to issue a permit to the resort course near Sleeping Bear Dunes National Lakeshore isn't due until June 8.

"It's still a hot topic around here," said John Tune, editor of the Record Eagle in nearby Traverse City.

Homestead developer Bob Kuras is unsure when he will start construction,

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## Erosion control blankets fast proving their worth

By Mark Leslie

Erosion control has become a byword in the construction industry, transforming erosion control blankets from a secondary to a major tool of the trade.

"We used to only use them (blankets) from an engineering standpoint when you really had a problem," said Ron Boyd, president of Williamsburg Environmental Group, Inc. in Williamsburg, Va. "Now you've got more regulations — such as laws on cutting, d tilling on steep slopes — so that their use is sometimes mandatory."

Ken Starrett, vice president of marketing for American Excelsior Co. of Arlington,

*"People see the quick growth and ask what kind of fertilizer we use. We don't use any."*

— Ken Starrett

Texas, said over the last few years strong laws regulated by the Soil Conservation Service, Corps of Farming Engineers and highway departments have been adopted by communities.

"The number increases

Continued on page 37

## Equal access: A tall order

By Hal Phillips

Equal access and fair hiring practices for the disabled used to be goals; now they're the law of the land.

With regard to accessibility for handicapped citizens, the Americans with Disabilities Act (ADA) took effect in February, 1992. Come July 26 of this year, golf clubs with more than 24 employees will be subject to the ADA's employment provisions.

While tax-paying clubs with 15 to 24 employees needn't comply for another two years, golfing establishments nationwide — tax-paying or not, public or private — should study the ADA provisions. The law will

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Emerald Dunes: Voted best new public course.

### The envelopes please...

## Architects, builders vote on the nation's top new courses

By Mark Leslie

Diamonds. Emeralds. Golf course architect Tom Fazio must be into gems. Two of his Florida jewels — Black Diamond in Lecanto and Emerald Dunes in West Palm Beach — have been selected by course architects and builders as the best private and public golf courses, respectively, to open in the last five years.

Fazio, who designed three of the top six private courses and two of the best seven public layouts, attributed the achievement to excellent sites and developers.

"It's the people involved that make a project happen," he said. "I've got a story for every course I've done. There's a

Continued on page 6

# Golf clubs set to comply with Americans with Disabilities Act

Continued from page 1

almost certainly be broadened in coming years, particularly with regard to capital improvements.

Private clubs under IRC 501(c) are exempt from the employer section. However, clubs which host public events and/or find their status questioned by state legislation should be prepared to comply.

"Most of our members are already in compliance and doing the best they can," explained Kathi Driggs, a spokesperson for the Club Managers Association of America.

"A majority (60 percent) are not obligated to comply because many are tax-exempt, non-profit clubs.

"However, we have advised our members to look at ways to comply, if nothing else, for public relations purposes."

According to the law, clubs will be responsible for providing "reasonable" accommodation of employees or qualified applicants with an impairment.

What constitutes an impairment? A substantial orthopedic, visual, speech or hearing disability; tuberculosis; HIV infection; cerebral palsy; epilepsy; muscular dystrophy; multiple sclerosis; cancer; heart disease; diabetes; mental retardation; emotional or mental illness.

As of July 26, covered employers will also be required to take steps to accommodate the disabled, such as:

- ° Evaluating the workplace for physical barriers that could be modified for a disabled employee.

- ° Considering the modification of work schedules and other office routines to accommodate disabled workers.

- ° Providing staff to assist such workers with reading and interpretation of necessary work papers.

- ° Auditing all testing and employee procedures to ensure any requirement that may disqualify a disabled employee is truly job-required.

The ADA also requires employers to

focus pre-employment inquiries on the ability of the person to do the job; it prohibits asking about a person's disability or medical history until after a job has been offered.

A few more things to remember:

- ° Ensure that no able employee is discriminated against in any way because of his or her relationship with someone who would qualify as covered under the ADA.

- ° If the club provides employee transportation to accommodate great travel distances, it is conceivable that provisions would also have to be made to accommodate

disabled employees who wish to use such transportation.

- ° Medical exams may be required only after a job has been offered and subsequent rejections are allowable only if the impairment shown is job-related. An employer may not require an existing employee to take a medical exam unless the requirement is shown to be related to current job requirements.

- ° In the case of a club employee who handles food and is known to have an infectious disease, a transfer to another work unit may be made — assuming no

other accommodation is possible under the current job routine. This does *not* include HIV, which is a protected disability.

° Those employees who formerly had a drug-related problem and are currently recovered cannot be discriminated against. However, anyone currently using controlled substances is not covered by the Act.

For more information about what the ADA requires, clubs can order the Technical Assistance Manual published by the Equal Employment Opportunity Commission. Call 1-800-669-EEOC.

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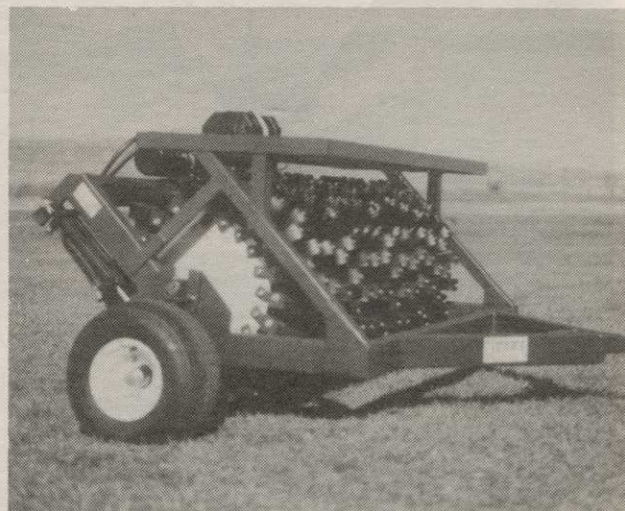
## TERRA SOFT BROOM



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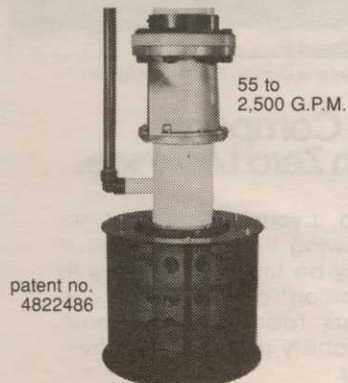
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