

Make sure contractors have workers' comp, liability certificates

By TERRY BUCHEN

We have a standard operation procedure that all sub-contractors must submit, in writing, original or photo copies of 1. Workers' Compensation Insurance Certificates and 2. Liability Insurance Certificates any time they submit competitive bids. This helps "weed out" potential problems that could occur once the contract is awarded. In today's litigious society we

must protect ourselves and our employers from even the remote possibility of lawsuits.

One example was when a tree service came onto a golf course's property and an employee was injured while performing his duties. His employer **did not** have Workers' Compensation Insurance, so he sued the golf course for all his medical bills, plus further damages.

Another time, a sub-contractor

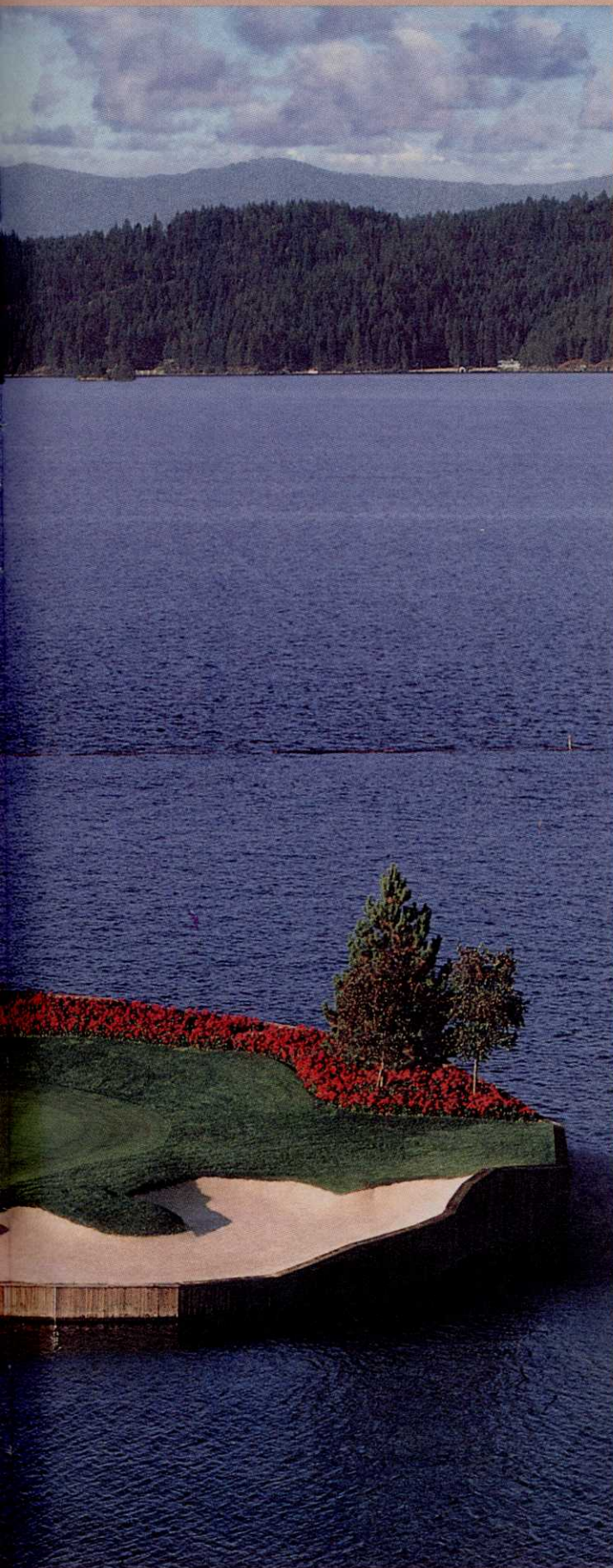
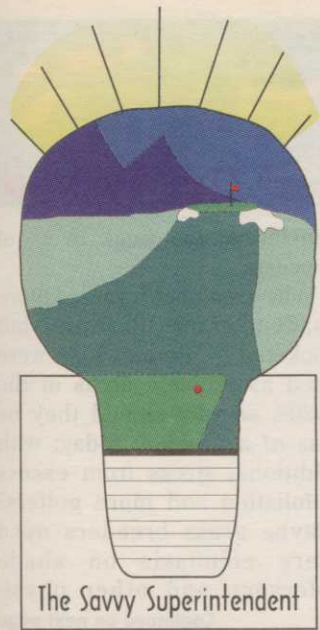
did extensive damage to a golf course it was working on.

The sub-contractor had no liability insurance. The golf course had to "back charge" the contractor and deduct it from his next invoice, then had to find another contractor who had both insurance prerequisites.

Another interesting recommended procedure, that varies from state to state, is a Mechanics Lien Law that in essence states that a general con-

tractor's sub-contractors have PAID for all materials they will bring onto a project, i.e. the sub-contractor's material supplier has been paid, so that they can not come back to the general contractor or owner and demand payment for any or all supplies on a project.

One example is when a general contractor is building a golf course and all his sub-contractors must submit mechanics liens to prove that every supply brought onto the property has been paid for.



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CIRCLE #113

THE BUDGET SEASON

Most superintendents are preparing their maintenance budgets for the coming fiscal/calendar year. The hardest thing, it seems, is to justify existing or proposed staffing to club officials.

One document I use successfully is the labor flow chart. I make a chart with one column for each of the 52 weeks across the top and each duty/task performed listed separately down the left column. Then I simply add labor hours to each column in each category.

A local printer enlarges the chart to a size that will fit on an artist's easel, so it can be seen during a meeting with my employers. It is a lot of work but it pays off. It truly helps course officials see that you really need X number of employees if they can see where all the labor hours are being used, and why!

Taking this idea one step further, I have made 35 mm slides of labor flow charts, past and present, and shown them at the same meetings. I usually use two slide projectors simultaneously to better show the difference.

I also have used two slide projectors to show before and after projects such as building a new tee, new green, etc. during capital budget meetings. It proves effective in showing progress to club officials, since it is much more thorough and appreciated by all.

GREEN COMMITTEE MEETINGS

One successful tack many superintendents have used over the years is to have green committee meetings, at least once a year, at the maintenance building complex. This is a good way to sell an idea, such as maintenance building remodeling, or to show the condition of maintenance that should be replaced. It also puts the committee in a better position to think "your way."

This works well for all types of golf course operations, such as with owners, managers, municipal directors, military base commanders, etc. that are the superintendent's employers.