

Idea file

Employees should get 5% or more pay hike

If you're worried about a union forming among the course's employees, it's your fault, says Charles Hughes, former director of personnel development at Texas Instruments and a featured speaker at many seminars for companies that want to keep out unions. Hughes has basic views about the amount of pay an employee should receive, according to the *Wall Street Journal*.

"If you have to give more than 10 percent, you've waited too long. Anything less than 5 percent is insulting." He says poor benefit plans or lackadaisical administration of those plans can sometimes lead to unionizing. One way to avoid unions is to establish consistent procedures for employees to make complaints, Hughes says.

Tree damage by insects means tax deduction

The U.S. Tax Court has ruled that a homeowner who lost 30 trees to some hungry southern pine beetles was entitled to a \$1,000 deduction in his property value. Golf courses should be able to obtain the same results.

An Internal Revenue Service agent in Cleveland said any damage by insects must "actually decrease the value of the property." She said the loss must be substantiated by a course superintendent or other expert. The course must also be appraised, showing the loss, she said.

The IRS did not want to grant the deduction to the homeowner since taxpayers who lose trees from Dutch Elm disease are not given one, said the *Wall Street Journal*. It also said the destruction didn't occur fast enough, even though the insects can kill a tree within 30 days. The Tax Court disagreed, saying a casualty includes "some sudden invasion by a hostile agency."

Cooking can be easier with metric converter

Like to know how long it would take to bake a kilogram of pie crust at 232° Celsius?

Food service managers may want to order a cardboard, pocket-size scale that converts weight measures, general roasting times, and temperatures to the metric system.

It's available for \$1.50 from Yablon Enterprises, Box 85, Merion, PA 19066. Incidentally, the pie crust would bake in 20 minutes.

Learn about anything from clipping bureaus

Architects need the information to make certain they know about the latest proposals to build and renovate golf courses; or a club manager might want to know about the costs of a modernized clubhouse at a nearby course to help plan his own building program.

Whatever the reason, golf course and club management officials can know the latest about any subject by subscribing to a clipping service. There are three national clipping bureaus and a few in most states. John Beach, owner of Ohio News Bureau, Inc., says his employees cut out articles and legal advertisements every day from 98 daily and about 350 weekly newspapers in Ohio.

There is usually a monthly reading charge plus a fee for each story that is clipped. The services are listed under "Clipping Bureaus" in the yellow pages of the telephone directory.

Take precautions when using chain saws

Workers operating lightweight chain saws should stand to the side of the machine when using it to avoid possible injuries when a kickback occurs. The kickback usually happens when something touches the top of the blade, says Dr. Gary S. Nelson, a safety engineer with the Texas Agricultural Extension Service.

Course employees can also avoid injuries by pulling the rope that starts the machine directly up, not cutting when there is a strong wind, and never allowing another person to help.

Some headgear to protect the ears from the loud, gnawing noise given off by the machines should also be worn, Dr. Nelson says.

Block, pitched roof used for building

Durability and easy maintenance were two reasons why officials at Crooked Stick Golf Club in Carmel, Ind., built a concrete block maintenance building with a pitched roof and covered it with shingles.

Superintendent Lee Webb said the club could also have built a metal or frame building, or one of cement block with a flat roof. But the cement block walls supported I-beams, allowing an overhead crane lift in the repair shop, and the pitched roof leaked less than a flat one and made room for overhead storage space.

The insulated pitched roof meant more efficient heating, yet it is cool during the summer. The block also provided the aesthetic value of a brick and white stucco exterior, Webb said.

Buy French wines now, says Pierce spokesman

Foodservice managers should purchase French wines between now and Christmas since prices will be "very competitive," says Sam Seidman, wine director for S.S. Pierce Co. in Woburn, Mass.

The cost of French wines is expected to rise between 15 and 20 percent in spring because severe weather has damaged grapes throughout most of France, Seidman said. Foodservice managers can buy wines now from wholesalers and allow the wine to age for a year before serving, he said.

A "good" bottle of French wine will cost from \$4 to \$5 in the spring, he predicts, but there should be no drop in demand. Consumption of imported wines totaled 59 million gallons last year, compared to 49 million in 1975, Seidman said.

Air compressor stops frost damage to pipes

Using an air compressor to "blow out" irrigation systems can prevent frost damage during cold weather, says the Sprinkler Irrigation Supply Co.

First, turn off the water supply and open drains that flow directly into tile lines, creeks, or ponds. The air compressor should then be connected near a water source and each sprinkler outlet opened until the compressor has sucked in all the water. Close each branch of the main line by repeating this process.

The company suggests that superintendents draw up a blueprint before buying or renting the air compressor. Each golf course will have a different drainage system, so many questions need to be answered before the process begins.

Home business costs are tax deductible

If you are entertaining business associates at your home, the expenses can be deducted from your income for the tax purposes. Associates include persons who are suppliers, consultants, attorneys, or even their wives.

Receipts, plus the guest's name and business identity and the date, purpose, and amount of the expenses should be written in a diary. If you have failed to do this in past months, you can recover such things as bills and canceled checks.

"Goodwill" entertainment also counts; the drink for the club's lawyer need not be poured while discussing a pending lawsuit. Any large party may also include a caterer, flowers, a buffet centerpiece, rental equipment, musicians, car parking costs and invitations. All of the expenses should be tax deductible, but first check with your accountant.

Free golf introduces vacationers to resort

Gift certificates to play free golf or tennis at the Grenelefe Golf and Racquet Club near Cypress Gardens, Fla., are being offered to vacationers traveling on the auto-train from Lorton, Va. to Sanford, Fla.

The certificates, given away during night club shows on the train, give the winner 18 holes and use of a golf car or 2 hours on one of eight tennis courts at tennis village. The promotion allows the club to introduce high-income families to the resort community and provide an atmosphere so the visitor may purchase a condominium.

The condominiums are along the golf course fairways of the 800-acre resort. There are also two swimming pools, clubhouse facilities, and 6,400-acre Lake Merion.