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Golf Lessons—an 8½ x 11-inch, 44-page 1968 revision of nine easily-understood lessons with over 90 illustrations by Golf Magazine artist Dom Lupo.

Easy Way to Learn Golf Rules—an 80-page, illustrated pocket-sized version of the rule situations most frequently encountered on the course. Based on the *Rules of Golf* as approved by the United States Golf Association, the drawings are by Dom Lupo.

Single copy prices: *Golf Lessons*, 45¢; and *Easy Rules*, 15¢. Order multiple copies at volume discounts as listed: *Golf Lessons*, 11-50 copies, 40¢ each; 51-100, 35¢; 101-150, 29¢; 151 and over, 25¢. And *Easy Rules*, 10-49 copies, 14¢ each; 50-99, 12¢; 100 and over, 10¢.

The National Golf Foundation will imprint the name and address of your golf course, school or company on *Golf Lessons* for an additional charge of \$5.50 for orders of 100 copies, and 50¢ for each additional 100.

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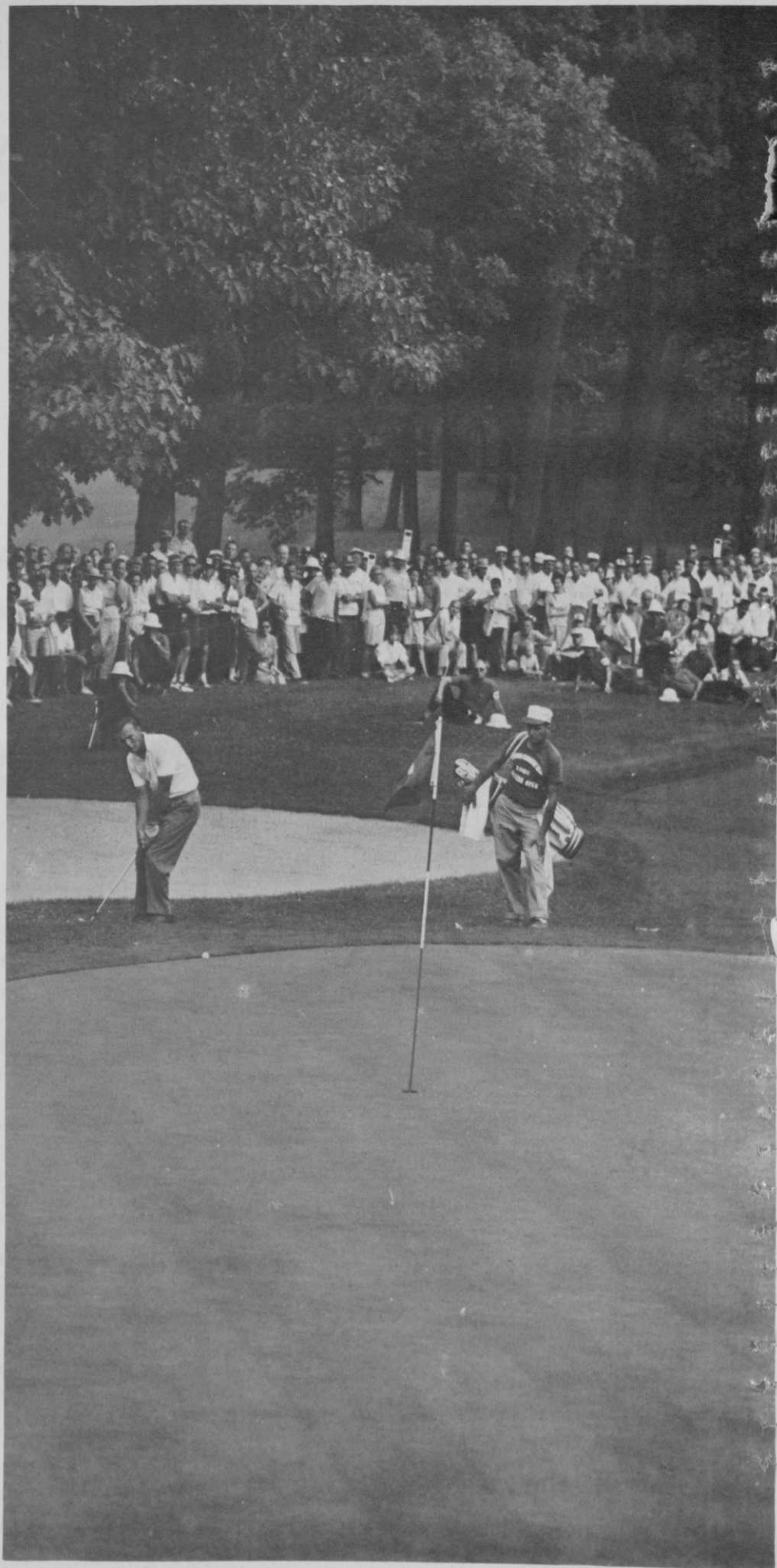
TIPS FROM
A SUPERINTENDENT
#5 IN A SERIES



Some work-saving ideas we've developed at Medinah

BY GERALD F. DEARIE,
Superintendent, Medinah Country Club
Medinah, Illinois.

Medinah was opened in 1926. It's possibly one of the largest clubs in the country, with three complete 18-hole courses on the 656-acre grounds. One for men, one for ladies, and one championship course. As far as I know, this is the only club with a regulation size separate course for the ladies.



For more information circle number 195 on card

We had the National Open back in 1949, and the Western Open in 1962 and 1966. This year, we're having the district Qualifiers for the National Open, plus the final twosome of Shell's Wonderful World of Golf.

In '62, we had some permanent cable laid in for TV coverage. More was added in '66, when the coverage included eight color TV cameras. This year, the Shell event will be covered by seven color film cameras. Any temporary cable that needs to be added is strung in the trees, where it stays out of the way. And we have plenty of trees.

We've handled galleries that ran to some 15,000 guests. One of the methods that's given us excellent results is to have the members act as marshals. They enjoy participating; they know the courses as well as anyone could, and the work they do helps protect the grounds they enjoy all year. We rope off areas as much as possible and restrict crowd movement to specified crossing areas—in fact close to 5 miles of rope was used in the '66 Western.

And every evening, we had troops of Boy Scouts come out to police the grounds and gather the scraps, paper cups, cans and all the rest into small areas, where our crew can come around in trucks for the pickup. This way, the course is brand new and fresh each morning for the tournament.

We have a 25-man crew, so we don't need to add any help during the big events. We station a man at each green to repair ball marks and keep things in shape. Every evening we mow the fairways and tees, and every morning we cut the greens.

Our championship course has highly uniform C-15 Toronto bent on the greens. The grass texture from green to green is nearly identical, because of the true strain we use. The fairways are common bent and *poa annua*. The roughs use mostly blue grass, with some fescue mixed in. Our soil type is clay.

For water, we have a 24-acre lake, Lake Kadijah, right on the grounds. It's fed by a creek that runs through the men's course and, incidentally, provides some 13 water holes.

Our cast iron pipe was installed in



1932, and it has proved to be highly dependable. We've never had a problem with it. I feel it's the proven pipe.

Here's another unusual work saver. I had a special bin constructed out of plywood from plans available commercially. It holds twenty tons of fertilizer, which we have delivered in bulk and blown in. Then, a single man can drive under the bin with the spreader, have the hopper loaded with approximately two tons at a time and in this way can fertilize all 54 holes in less than a day. You can imagine how much labor this saves when compared to unloading fifty-lb. bags with a crew of workers!

With these aids, and others, we're able to keep the courses in pretty good shape all year. We're looking forward to the Qualifier and to the Shell events for '68.

We employ a number of immigrant workers. Though some don't speak English, they're intelligent and good workers. Some of the boys have been with us eight years or more.

This led to a funny incident.

Prior to one tournament, after we had given a little training session, we sent out the crew to their assigned greens. After a few hours, I was called out to speak to a young groundsman. When I got there, I saw that a crowd was gathered about the green and a number of people seemed upset. It seems that one of the pros had marked his ball with a dime, and when he went back to make his shot, he couldn't locate it. He looked for several minutes, called the officials over, the marshal came, the crowd started looking and finally, the officials had to put the ball down at the approximate location. Then somebody thought the

foreign youngster might have picked it up. Because no one could speak his language, they called me.

I spoke to him. He had been picking up the pebbles thrown onto the green from the trap. He told me he saw the dime and pocketed it. I asked him why he didn't speak up when he realized they were looking for it, and he told me he was ashamed. Then I asked him why he had picked it up. He said he thought someone had a hole in his pocket.

Now he knows better. That's a mistake you only make once. Even the Pro now uses an official ball marker.

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Answers to turf questions



by Fred V. Grau

Does Turf need a Clearing House?

This question has recurred because of the many turfgrass conferences being held which can be attended by only a few. Surely there must be some good information at each event that deserves to be shared. When there is a published proceedings, only those in attendance, and a few others, will receive it to file for future reference. To everyone else the information will be of no avail unless scraps of talk "float over the fence."

Some twenty years ago at Beltsville there was a clearing house that seemed to serve a useful purpose in condensing all available information on specific subjects for wide distribution. Ferguson, Radko and Wilson will recall those days. The need for this kind of service would seem to be even greater now.

Several states have functioning turfgrass councils or foundations that embrace all types of turf, including Roadside turf. Most of these organizations are dedicated to providing periodic reports of progress in turfgrass management, which are distributed not only to members, but to everyone by channels of the extension service.

Summaries of conferences are helpful because the vital information is condensed for easier, quicker reading. Many full length papers that are published in proceedings really deserve to be condensed. Many superintendents simply cannot wade through the wordy scripts and extract the "kernel."

Perhaps the start of such a suggested "clearing house" will be the simple exchange of pertinent available information among councils and foundations. If this works on an informal basis we may have laid the groundwork for a national turfgrass council. Plans for just such an organization have rested in my files for many years. Activation and development of such a venture will require bold strong leadership. Is it time?

Q.—Our new course is in the planning stage. There are divided opinions on selection of grass(es) for fairways. What, in your opinion, is the all-important quality of a grass that makes it suitable for fairway use.

(Kentucky)

A.—The first requirement of grasses suitable for fairways is: Ability to

tolerate close (1/2 to 3/4 inch) mowing. This just about narrows the choice down to a) bermudagrass, b) bentgrass, c) zoysia, d) bluegrass varieties that have been proved under close mowing; each grass in its region of adaptation. Within each species group, one must then select varieties which have the other desirable qualities such as disease resistance, drought tolerance and others.

Q.—We hear more and more about spraying fairways to control diseases and wilt. We are holding back because with our mixed bent-Poa population, it seems that we would be protecting our weakest grass (Poa), which is what we would like to eliminate. Would you discuss this viewpoint for our benefit?

(Illinois)

A.—Spraying fairways for disease control is OK if the population is mostly permanent grass and it is to be protected against diseases which will open the turf and let Poa invade. Some clubs that have a flexible budget may want to spray to keep Poa green and pleasing to the eye, but that is storing up trouble for the future. With dependable pre-emergence herbicides to control Poa, the best plan would seem to be to get rid of the Poa (drought, withhold water, chemical renovation), establish the desired permanent grass, then set up a program to keep the Poa out and protect the permanent turf.

Q.—Our fairways, mostly bent and Poa, are attacked once in a while by dollarspot. Should we spray or can we get relief some other way?

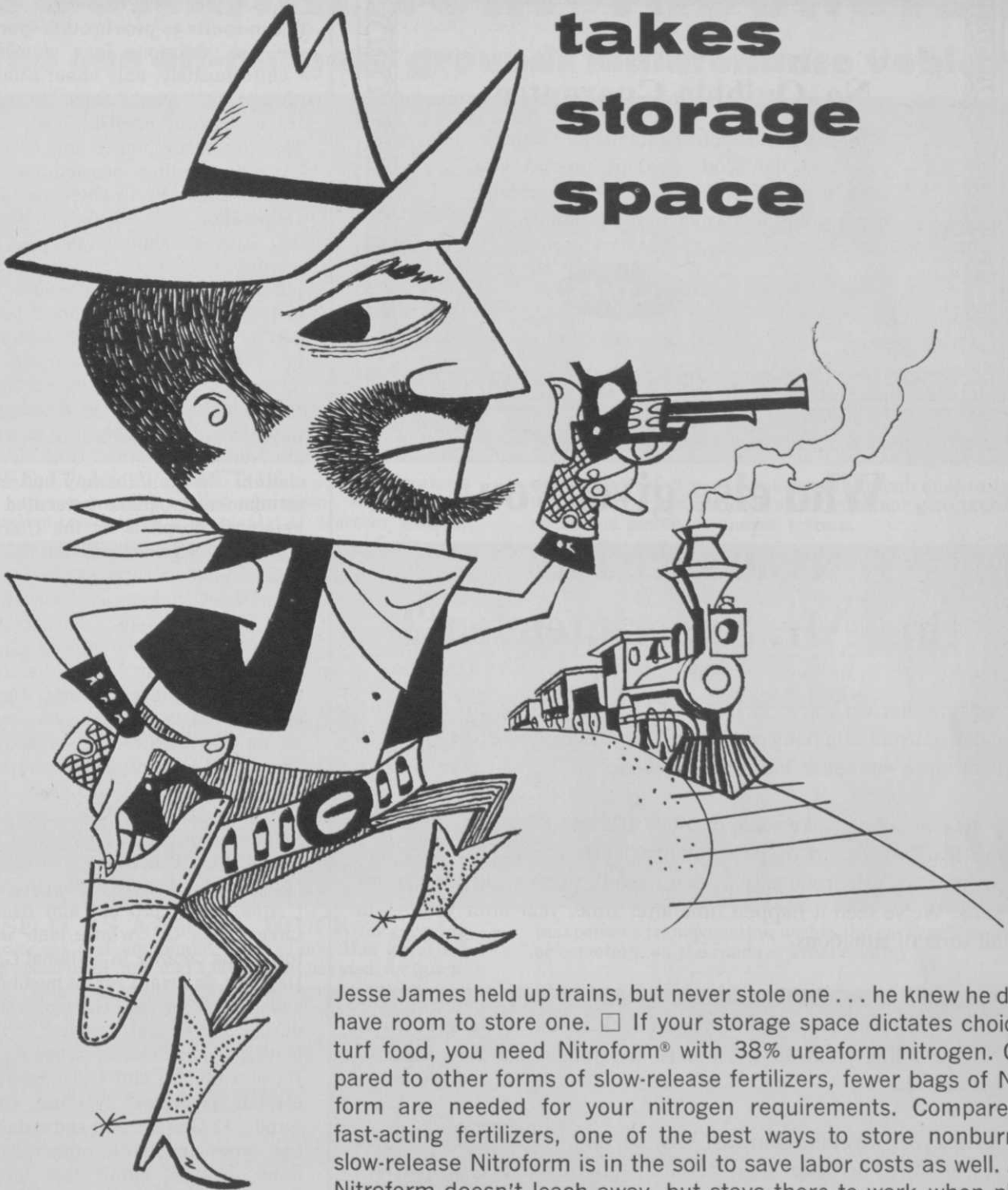
(Pennsylvania)

A.—The late Marshall Farnham used to take considerable pleasure in pointing out an attack of dollarspot on his fairways. "There," he would say, "is one of the best cures for thatch buildup." Furthermore he "sold" the idea to the members because "—it doesn't affect the play a bit."

We've learned that a light application of quickly available nitrogen can make dollarspot symptoms. Many times we have seen an application of finely-ground limestone do the same thing.

Fungicide sprays are sound procedures, but I suggest that you do not neglect the "basics." □

Stealing trains, Jesse, takes storage space



Jesse James held up trains, but never stole one . . . he knew he didn't have room to store one. ☐ If your storage space dictates choice of turf food, you need Nitroform® with 38% ureaform nitrogen. Compared to other forms of slow-release fertilizers, fewer bags of Nitroform are needed for your nitrogen requirements. Compared to fast-acting fertilizers, one of the best ways to store nonburning, slow-release Nitroform is in the soil to save labor costs as well. And, Nitroform doesn't leach away, but stays there to work when plants need nourishment. ☐ For balanced feeding, ask your Turf Specialty Supplier for the fertilizer that has the Blue Chip® tag on the bag. This tag assures you that at least one-half the nitrogen is slow-release, nonburning Nitroform—developed especially for turfgrass and other plants that need sustained feeding. ☐ Turf & Horticultural Products, Synthetics Department, Hercules Incorporated, Wilmington, Delaware 19899.



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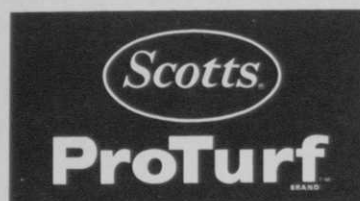
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No one that we know of. But that's not surprising, for it takes a most unusual company with a most unusual line of products to back up a guarantee like the one above.

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Graffis

Continued from page 8

this in sports as pros in other sports are not notorious for 'giving.'

Unfortunately, only about a third of the PGA class A members are active in National Golf Day . . . Two-thirds are indifferent to the immense prestige possibilities of a PGA fund-raising enterprise, in cooperation with amateur golfers, that distribute about 27 per cent of its net revenue among 23 caddie scholarship funds; 48 per cent to turf research and educational budgets of the USGA Green Section, the Golf Course Superintendent Association research and scholarship funds and the PGA educational fund; and 25 per cent among the National Amputee Golf Association, the golf therapy and entertainment programs presented at veterans' hospitals by the United Voluntary Services and the Relief and Benevolent funds of the PGA.

The PGA with its National Golf Day gives more (\$10,660) to the Golf Course Superintendents scholarship and research fund than the Golf Course Superintendents Association does (\$6,539) . . . Its grant to the USGA Green Section Research and Education Fund unquestionably gives golfers, from the highest to the lowest degree, the greatest return in development of fine playing conditions, per dollar invested of any money spent in golf.

Allie Russo, pro at Palm Beach Lakes (Fla.) GC, whose club was top of the country in National Golf Day, got an award for his members and himself at the PGA clubhouse during the annual meeting of the National Golf Fund . . . Herb Graffis of Golfdom and Golf, was re-elected president, National Golf Fund . . . Graffis, no hand at ducking bows for work others have done, had to admit that Lloyd Lamnert and Bob Creasey of the PGA, Marshall Dann of the Western Golf Association, Joe Dey of the USGA and other Golf Fund teammates were very tight and canny about the distribution of other people's money.

Generally, club officials, club owners and pay-play golfers haven't got the slightest idea of what National Golf Day, a generous public service of golf, is all about

Continued on page 69

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For more information circle number 220 on card



Accent on management

by Ken Emerson *Executive Director, National Club Association*

Golf and country clubs are entitled to the same exemptions allowed restaurants under the Fair Labor Standards Act. This is the latest ruling of the Wage and Hour Division of the Department of Labor.

It is also a reversal of the division's previous stand!

In letters written on September 5 and December 6, 1967, the administrator of the division stated that country clubs were not entitled to any of the exemptions in the law other than those dealing with executive or administrative employees. But as a result of a series of letters and conferences, the National Club Association, acting on behalf of both its own members and the Club Manager's Association, urged the administrator to review the division's position, particularly with respect to the overtime exemptions that have been traditionally allowed food and beverage operations.

LETTER STATES POSITION

On March 1, 1968, the administrator released the following letter: "... You request a statement of our position concerning the applicability to employees of a country club's dining room of the section 13(b)(8) exemption for 'any employee employed by an establishment which is a . . . restaurant.' The Department considers that this exemption will apply to employees of a private club who are engaged in preparing or serving food or beverages on its premises to its members and guests.

Typical of the employees within the exemption are cooks and kitchen service employees, bus boys, waiters and waitresses, bar tenders, snack bar attendants, and other similar employees engaged in the preparation and serving of food or beverages on club premises. In other words, the employees engaged in a club's food and beverage

service could qualify as employees 'employed by an establishment which is a restaurant' even though their work may take them into other areas of the club premises. Thus, the food and beverage employees may provide service, for example, to members and guests at poolside, in the locker rooms, on terraces, on the lawn, in cardrooms or in other recreation areas without loss of the exemption. . . ."

In an earlier letter written on December 6, 1967, the administrator took quite a different stand. Responding to several communications and conferences with representation of both the National Club Association and the Club Managers Association, he wrote:

" . . . In your letter of October 10, 1967 and at our meeting on November 28, 1967 you requested an administrative interpretation on the availability of the section 13(b)(8) exemption to private clubs. This section, so far as it is pertinent here, exempts from the overtime requirements of the Fair Labor Standards Act any employee employed by an establishment which is a hotel. We do not believe that a private club qualifies as a hotel so as to bring its employees within the exemption. . . ."

It is important to note, however, that with the exception of food and beverage employees and caddies, all other employees are covered by both the minimum wage and overtime regulations of the Act.

PRO'S LESSONS COUNT

The golf pro's lesson income must also be considered a part of the club's gross sales when determining whether its income is high enough to bring it under the Act. In ruling on the matter on September 5, 1967 the administrator had this to say:

" . . . initiation fees which are

paid only once, and direct charges for use of club facilities, which would include charges for food and beverages, athletic or sporting rental fees, lodging and valet charges, membership dues and assessments, paid as a condition of continued membership, and fees paid by members to club professionals for lessons (whether or not accounted for to the club) (emphasis mine) should be included in the annual gross volume of the enterprise. These receipts would clearly come within the phrase 'business done' added by the Congress to the definition of 'enterprise engaged in commerce or in the production of goods for commerce' to reflect more clearly the economic test of business size expressed in the former act in terms of 'annual gross volume of sales.' "

Caddies were covered by an earlier ruling, which read in part:

" . . . Caddies are engaged to serve particular players exclusively for substantial periods of time and their services are generally directed by and of most immediate benefit to the player himself, who is ordinarily expected to pay in one way or another for the service they provide. The compensation arrangements undoubtedly differ in accordance with the policies adopted at particular playing courses, as does the nature and extent of control by the course operator over the activities of the caddies.

"Control, in any event, is not the sole test of the employment relationship under the act, which must be determined by the total situation, viewed in terms of economic realities rather than technical concepts. In recognition of these considerations we are constrained to refrain from the assertion of a responsibility as an employer under the act in the case of a golf course operator with respect to payment of statutory wages to caddies who work on the course." □

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