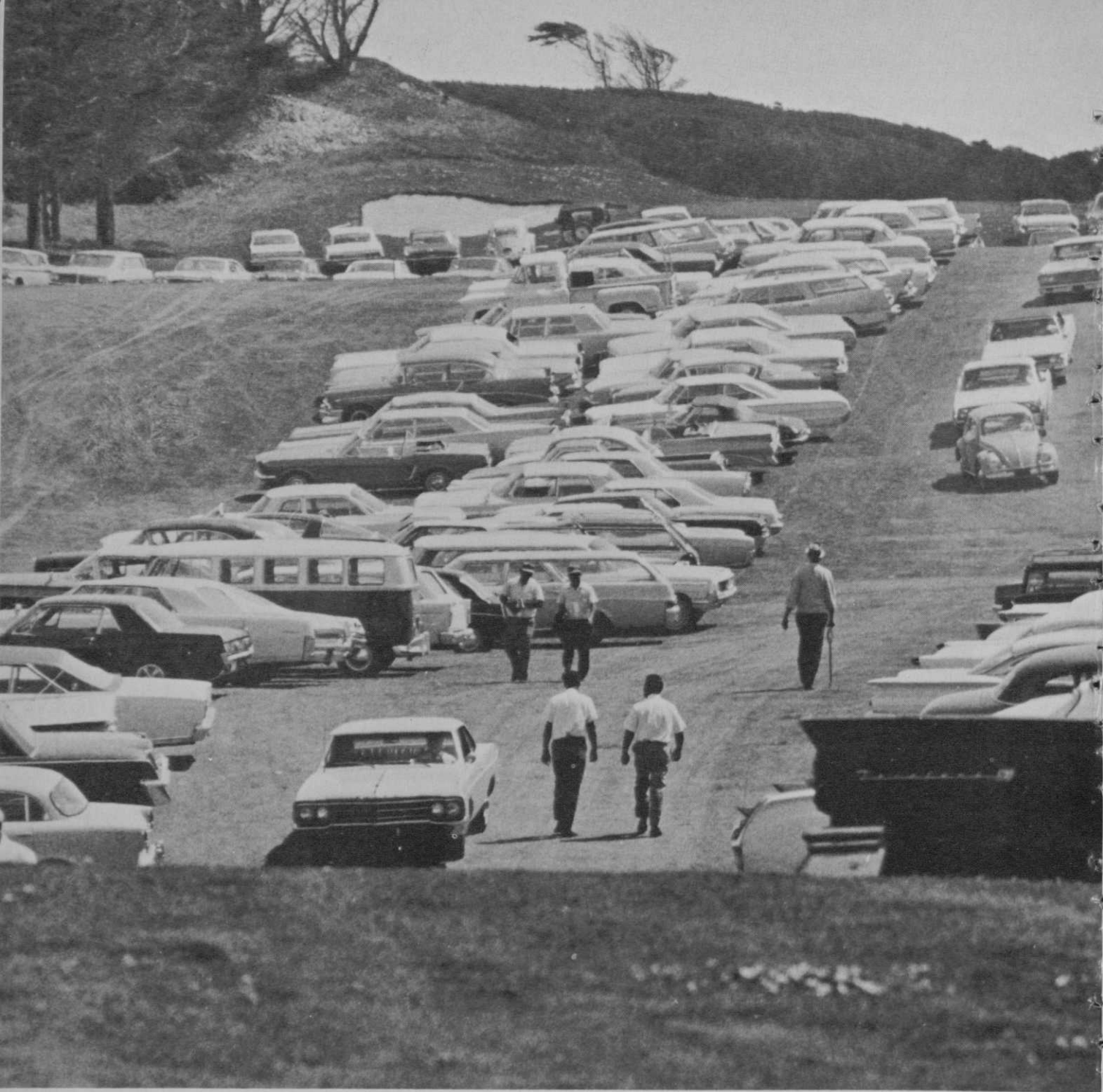


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If you dry up everything on your golf course except the greens for two weeks (with help from a record breaking hot spell), haul in 225 tons of road rock, dump it onto the playing area and then, over a four-day period, park 26,000 cars on 14 fairways, how soon can you start playing the

course again? Check one: a) Never; b) Six months; c) 10 days; d) Why try?

The answer: c) 10 days. The case history: the Ocean Course at the Olympic Club in San Francisco, companion to the Lakeside Course where the 1966 USGA National Open was

played. (You remember, Palmer blew a seven shot lead in the final round, and then lost the playoff on June 20 to Casper.)

Parking just doesn't exist at the Olympic Club beyond the normal member demands, and the tournament committee had no choice but to turn most of the



After being used as a tournament parking lot, the second 18 "looked like a hay field . . . in the dead heat of summer." Ten days later, it was ready for play. A miracle? No, just hard work

By **DON CURLEE**

Olympic Club Comeback

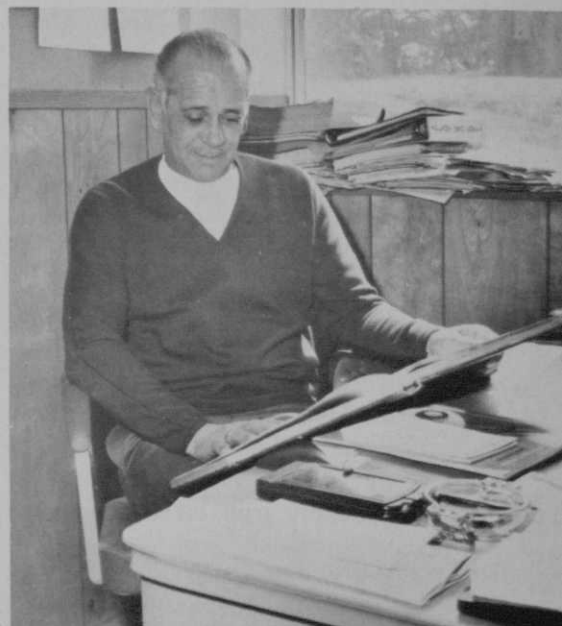
auxiliary Ocean Course into a parking lot, as painful as it was to superintendent Al Caputa. Caputa winced as the cars churned up to their hub caps in the loose, sandy base under the turf and he wondered silently if golf would ever be played there again as he hauled in the rock to turn parts

of his fairways into roadways.

"My fairways are 85 per cent annual bluegrass," Caputa says. "Any man in the business can tell you what happened to my course. It looked like a hay field two weeks after mowing in the dead heat of summer."

continued

Spectators' cars, parked on the Ocean Course (left) for the 1966 U.S. Open, made the fairways unfit for play. But Al Caputa (right) sprung into action with a 10-day restoration program.



OLYMPIC CLUB COMEBACK

continued

The cars were not out of the temporary gates, cut into the Olympic Club fences on June 20, before Caputa had water belching out of his quick-couple sprinkling system onto baked-out fairways. The water ran without interruption for three weeks, 24 hours a day on some parts of the Ocean Course—a half million gallons a day.

Assistant superintendent Joe Siriani recalls that more water was pumped than the Olympic Club's four wells could supply. "We had to tap the water supply of neighboring Daly City, since we were pumping 250 gallons a minute. That's more than twice the amount of water normally applied to the courses during the summer."

After the rock, used to create roadways across a number of fairways, was removed and the topsoil replaced, some of these spots were sodded. "We tried to sod in the middle third of the fairways," Caputa says, "and seed the outer thirds." He explained that the sod supply from his nursery was limited because "they parked on part of that, too." Foot and golf car traffic were limited to the sodded areas to allow the reseeded portions to gain a start. This was a major reason for play returning to the Ocean Course 10 days after Casper dropped his final putt on the 18th at the Lakeside Course.

While bringing the Ocean Course back to life, Caputa had the added task of returning the Lakeside Course to its normal, flawless condition after the trampling it received from the crowds and the hard use by participants in the Open. Before the tournament, he hired four additional workers, bringing his crew to 26, for both courses, and he retained them until about four weeks after the Open. He then began to gradually trim his crew until it



The Ocean Course's 18th fairway was scarred by tire tracks (top), but only a few weeks later (bottom) it was restored to its previous good condition.



Caputa (right) checks the club's aerator, which played a major part in the recovery program.

returned to the normal size of 22.

He explained that two of his crew are full-time gardeners in the clubhouse area, who never get on the course. At that time, another member spent all of his time repairing cars (a car leasing system has been adopted since)

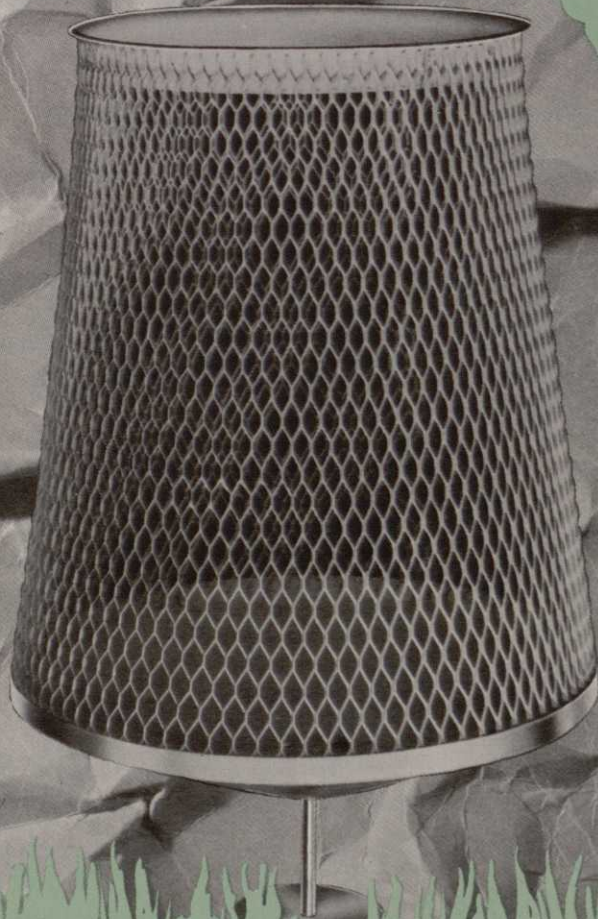
and another crew member does only mechanical maintenance. Thus, the need for four more men.

As the fairways on the Ocean Course began to soften under the constant water barrage, Caputa began a concentrated fertilization program. On June 27, three days after the playoff round, a 46-0-0 application of urea was spread at 2-1/2 pounds actual nitrogen per 1,000 square feet. A month after the Open, on July 21, the fairways were aerated and verticut. Three days later fertilizer was again applied, this time 10-10-10 at 1-1/2 pounds nitrogen per 1,000 square feet. And the water kept flowing.

By August 15 Caputa recalled that the Ocean Course was 75 per cent restored to its former condition, and the irrigation

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Neat Looking
Way to
Keep Tees
Looking
Neat

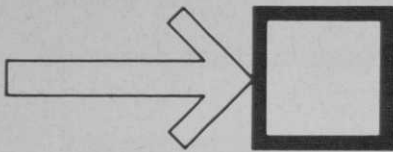


Every well dressed tee should have a litter container of some kind. Why not one that's good-looking? That's Litter Caddie . . . so well-styled, trim and modern it actually complements the tee. And even better than the way it looks is the way it works. With turf-spacer spike Litter Caddie

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COMING EVENTS

Turf Research Field Day, Rutgers University, New Brunswick, N.J., June 11.

Sprinkler Irrigation Conference, University of California Conference Center, Lake Arrowhead, Calif., June 20-22.

International Turfgrass Research Conference, Harrogate, England, July 15-18.

Golf Course Superintendents Field Day, University of Rhode Island, Kingston, R.I., August 20.

Lawn & Utility Turf Field Day, University of Rhode Island, Kingston, R.I., August 21.

Fifth Annual Turfgrass Management Conference, Hawaii Turfgrass Assn., East West Center, University of Hawaii, Honolulu, Hawaii, August 27-29.

Annual Turfgrass Field Day, Michigan State University, East Lansing, Mich., September 4.

Sod Producers' Field Day, Michigan State University, East Lansing, Mich., September 10.

National Sporting Goods Assn. Trade and Consumer Exposition, Astrodome, Houston, Tex., September 25-28.

National Hardware Show, Coliseum, New York, N.Y., September 29-October 2.

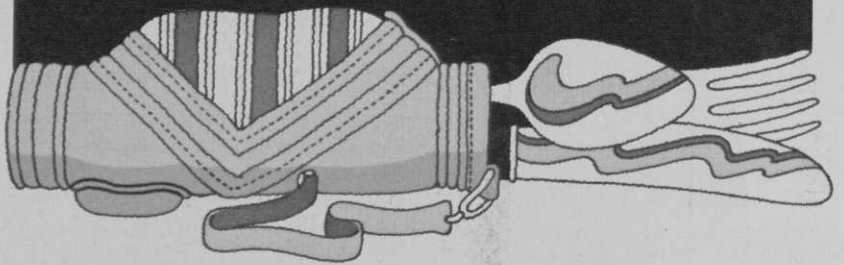
Central Plains Turfgrass Conference, Ramada Inn, Kansas State University, Manhattan, Kan., October 15-17.

NSGA Western Market, Las Vegas Convention Center, Las Vegas, Nev., October 24-25.

Ninth Annual Missouri Lawn & Turf Conference, University of Missouri, Columbia, Mo., November 5-6.

Ten-Week Winter Turf Course, Rutgers University, New Brunswick, N.J., January 4-March 13, 1970.

Bob Murphy's favorite dish



By GAIL MURPHY

"Even though my husband is Irish," writes Mrs. Murphy, "his favorite foods seem to be Italian or foods made with tomato sauce. This one is very simple, but is truly his favorite."

SUBMERGED PORK CHOPS

- 4-6 medium pork chops
- 1 large can peeled tomatoes
- 1 large can tomato sauce
- 1/2 cup chopped onion
- 1/2 cup chopped green pepper
- 1 teaspoon salt
- 1 teaspoon pepper

Brown pork chops in a frying pan until well done. Add cut tomatoes, tomato sauce, salt, pepper, onions and green peppers. Let simmer for several hours.

Serve pork chops and gravy with whipped potatoes or rice.

Serves two to three persons.



This is the third of a series of recipes which will highlight well-known pros' favorite dishes. They can give additional push to your menus and you may want to offer them as a special or select menu.

Are you inviting labor problems ?



By JOE DOAN

Although the last Wage and Hour law was passed in 1967, certain provisions of the law remain unclear. Unknowingly, you may be treating your employees unfairly

People who handle the administration of wages or payrolls at golf and country clubs are responsible for fulfilling the requirements of the Fair Labor Standards Act in five general categories if they want to avoid confrontation with the U.S. Department of Labor. The categories cover: minimum wages, overtime, record keeping, child labor and equal pay standards.

Actually, clubs that do an annual gross volume in excess of \$1 million have been operating under the Wage and Hour regulations since 1961. Those clubs that do a volume between \$250,000 and \$1 million a year came under the Wage and Hour law on February 1, 1967. In both cases, however, there is still confusion and misunderstanding as to how to interpret provisions of the law.

Since the 1967 legislation was enacted, the Labor Department

has been attempting to clarify its provisions by publishing judicial opinions and decisions that have resulted from interpretations of the law. Department representatives also are available to explain the contents of Wage and Hour law to any group or individuals who may request it.

Addressing the April meeting of the Midwest Golf Course Superintendents' Assn., D.R. Robinette, an investigator for the Labor Department's Chicago region, emphasized that the department is not interested in witch hunts or punitive expeditions to force compliance with the Fair Labor laws, but only in explaining what must be done so that employees who work under the laws are remunerated fairly for their labors. Confrontation with the Labor Department is not to be feared, he said. Prosecution for non-willful violations of the Wage and Hour stan-

dards in the eight years since they have been enacted has been practically nil.

Minimum wages and overtime

The most important provisions of the Wage and Hour law cover minimum wages and overtime. Clubs that do a volume exceeding \$1 million a year are required to pay an hourly minimum wage rate of \$1.60. Those in the \$250,000 to \$1 million category have to pay only \$1.30. Clubs in which the annual volume is below \$250,000 are exempt. Volume is based on revenue produced by initiation fees, dues, assessments, charges for use of the club or course, food and beverage sales, rentals, and fees paid to pros. (Even if the club professional is an independent operator and is not paid any kind of retainer fee, his volume must

continued

be added to the club's gross in determining its volume status under the Wage and Hour law.)

Overtime (any time over 40 hours a week), of course, must be paid on the basis of 1-1/2 times the employee's regular hourly rate. The Labor Department permits a club to include extra compensation, such as meals and lodging, to be considered in computing an employee's regular wage, but it doesn't insist on payment of an overtime rate that is partly based on extra compensation. As Robinette explained, it is permissible to pay an employee \$1.60 an hour and give him a daily meal charged off at 50 cents, then use \$1.60 and not \$2.10 as a basis for computing his overtime pay.

The Labor Department also permits a club to take into consideration the tips earned by a waiter (waitress) in computing his minimum pay, but there is an 80-cent-an-hour limitation. However, the club must prove that the waiter received the tips that are deducted or charged off against his wages.

Robinette cited a case in which a maintenance department employee agreed to work for a club for \$100 for a 45-hour week. The employee later found out that he was entitled to overtime for the five extra hours. When he appealed to the Labor Department, a decision was made in his favor. The club was instructed to figure his pay on an hourly basis—\$2.22 an hour—and then add 50 per cent or \$1.11 an hour for five hours to his paycheck to compensate for the overtime he worked. There is, however, a two-year limitation on appeals for adjustments of this kind. The Labor Department investigator also cited two cases which involved pro shop employees.

At one shop, an employee working on commission earned \$130 for a 50-hour week. The

professional was required to compute his remuneration on an hourly basis—\$2.60—and then pay the employee extra compensation at the rate of \$1.30 an hour for the 10 overtime hours he worked.

In a shop where an assistant worked on a salary-commission arrangement, his regular pay for 45 hours amounted to \$135. He earned an extra \$35 in commissions. When he appealed to the Labor Department, the professional was instructed to divide the assistant's total salary and commission of \$170 by 45 hours to establish a \$3.78 an hour rate. Then, the pro was required to pay the assistant an additional \$1.89 per hour to cover the five hours of overtime.

Supervisory personnel, and especially superintendents, Robinette advised, should remember that if an employee isn't sent home on a rainy day or under other conditions when it is impossible to work, he is to be considered on the job and must be paid for his time. Also, if an over-eager employee works overtime on his own, and the supervisor is aware of it, the employee is considered to be working. Supervisors are also cautioned against interrupting an employee while he is on his lunch hour. If an employee isn't relieved of all duties during the half hour or hour he is allowed for lunch, he can't be docked for the mealtime break.

The only employees at a club who don't come under the Wage and Hour law are those who work in food service. They must be paid either the \$1.30 or \$1.60 minimum, but they aren't entitled to the overtime rate. A food service employee is defined as one who spends at least 51 per cent of his time on the kitchen or food detail. Food service is construed as covering any area on the club grounds.

For employees who are exempt

from overtime pay because of their status as executive, administrative or professional personnel, the Labor Department prescribes two tests to determine if they come under these classifications. One, they must earn a minimum of \$100 a week and spend 80 per cent of their time in jobs that come under the above classifications. This provision applies only to private clubs. For semi-private clubs, it is 60 per cent. The second test stipulates that if a person earns \$150 or more a week, he can be classified as an out and out executive or manager and doesn't come under the Wage and Hour regulations regardless of how much or how little time he spends in these capacities.

Record keeping

The Labor Department requires a club to maintain complete labor records on its employees. The work sheet or payroll record of each employee must record the following information: name, address, social security number, age (if under 19), sex, job description, hours worked per day, hours worked per week, rate of pay, straight time worked, overtime hours worked, deductions and net pay. However, it is not necessary to substantiate work records with time cards.

Another provision of the Wage and Hour law requires the club to keep for two years labor records covering each employee.

Child labor

Part of the child labor regulations state that a boy or girl between the ages of 14 and 16 cannot be hired to do jobs that are considered hazardous. In fact, this particular restriction applies even to youngsters who are 18 years old or younger, although in many cases they come under the heading of state, not Federal laws.

Youngsters 14 or 15 years old aren't permitted to work more

continued on page 74



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Begin on walls and floors. In showers, locker rooms and foot baths. With Showersan[®]. Showersan kills the fungus in seconds. Before it can get a foothold.

What makes Showersan so ef-

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Supplement for Insurance Protection

By JOHN F. GLEASON Jr.

Various other insurance contracts supplement the fire insurance protection, which has been explained in previous articles.*

Readers may recall when the extended coverage endorsement was explained that the explosion peril excluded loss by explosion of steam boilers, steam pipes, steam turbines or steam engines if owned by or operated by the insured.

Explosion of pressure vessels is covered by the standard boiler and machinery policy. Basically, the policy covers losses on the country club premises not only to the pressure vessels listed in the contract, but also to the building and contents which might be damaged by the explosion and to property of others for which the insured is liable. Excess bodily injury liability coverage may be included or excluded from the boiler and machinery policy. When included, this coverage is only applicable if the amount of accident coverage has not been exhausted by payment to the insured for his direct damage explosion loss and or/payment of property damage losses of others for which the insured is liable.

Usually, country clubs rely on their public liability insurance to protect them against any bodily injury suits or claims which might result from a steam boiler explosion. This exposure is one reason why every country club should carry high limits of liability against bodily injury liability under its public liability policies.

Boiler insurance may cover just certain boiler objects or may cover

Is your club
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Look again.

Today's policies
even cover your
musical instruments

all objects of a specific type under a blanket group plan. These groups include steel steam boilers, cast iron steam boilers, steel and cast iron hot water boilers, fired storage water heaters and fired coil water heaters, and various groups of unfired pressure vessels.

Before a country club attempts to determine which objects it should insure under a boiler and machinery policy, it should have a boiler insurance inspector survey the club premises to determine all the eligible objects which can be included in the policy.

Basically, when a country club purchases boiler insurance, the company routinely inspects the objects insured, attempting to foresee conditions which might cause an explosion so that a loss may be prevented.

Actually, boiler insurance companies contend that their inspection service is almost more important than the insurance feature, because most of the causes of loss can be avoided beforehand.

Some boiler insurance buyers think that the amount of coverage which should be purchased is only an amount adequate to repair or replace the boiler or other insured objects if they were damaged. This is not the case.

A country club must purchase

adequate coverage to cover not only the value of the objects, but an amount sufficient to cover all damage which a boiler might do if it explodes. This amount could range from \$500,000 to over \$1,000,000 in many cases.

The basic boiler policy covers only the depreciated value of property destroyed. By attaching a repair or replacement cost endorsement, the boiler policy will pay to the insured the cost to repair or replace any property destroyed by explosion with like property and quality without deducting for depreciation.

This is an important consideration for a country club which has a large boiler which may be 10 or more years old. Without the repair and replacement endorsement, the depreciation of this boiler might be 50 per cent or more. In other words, if destroyed, the club would have to contribute a large amount of the cost to replace this boiler.

Because clubhouse furniture depreciates rapidly, without the endorsement attached to the policy, the club would again have to contribute the difference between the value of the new furniture and its depreciated value.

With this endorsement, if part of the clubhouse were destroyed from the explosion no depreciation would be required when the repairs are made. These are supporting reasons why a country club should carry adequate limits per accident by an explosion.

Not only may pressure boilers and unfired objects be insured under the policy, but the country club can also schedule the pumps

continued

* March, June, 1968; May, 1969, issues of GOLFDOM