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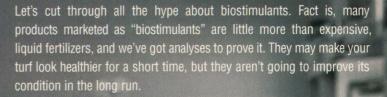
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Canteen

heard another one of those rotten "superintendent gets fired unfairly" stories the other day during a visit to a Northern Ohio GCSA chapter meeting. The facts may appall you, but you certainly won't be surprised by them.

A veteran superintendent was at the same Cleveland-area club for 30 years. He was adored by his members and respected by his local colleagues. But dues and revenues at his place started to slip, and the remaining members decided to sell to another club owner in the area.

The sale of the club was essentially contingent on keeping the superintendent and a few other key employees. The superintendent, who planned to retire within a few years, thought it was a decent deal.

You probably won't be shocked to learn that the new owner quickly found a reason to terminate the veteran superintendent's employment. It was claimed that some tree trimming done by a worker was "botched" while the superintendent was on vacation. Hmmm ... now there's a great reason to pink-slip someone who's been doing a great job in the same position for three decades.

At any rate, the thing has now turned into a tangled mess of allegations, suits and enough animosity to keep the lawyers busy for a couple of years. I honestly hope the superintendent wins or gets a decent settlement. Employers, particularly private club operators, need to know there are repercussions for unfair terminations.

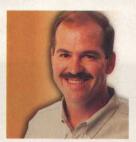
All that said, it was a comment made by another veteran after hearing this all-too-common tale of woe that spurred me to start banging away at the keyboard.

After another superintendent at the meeting wondered aloud whether employment contracts would prevent problems like this, a highly respected area leader stood up and said he's not a big fan of contracts. But, he added, he does have an agreement in place that spells out clearly what would happen if he and the club part ways for any reason.

It's called a severance package, and any tenured superintendent, general manager, golf professional or other management employee

A Refined Plan For a Raw Deal

BY PAT JONES



IT'S CALLED A SEVERANCE PACKAGE, AND YOU SHOULD CONSIDER IT should consider asking for it as a condition of employment. In fact, it's not a bad idea to consider for anyone starting a big, new job. That's actually the best time to do it — when everything's fresh and the nasty trail of problems that lead to a parting of the ways hasn't started yet.

It's almost like a prenuptial agreement for your next job. If you can't set it up at the outset, then try for it after three to five years of successful employment. There's really never a bad time to anticipate the worst.

In a nutshell, here's what you should consider:

• Set up an understanding about what you and your employer will do if you're employment ends for *any* reason. Have it reviewed by your lawyer and club's lawyer.

• Spell out clearly how much compensation you'll get if you're terminated. One month of salary per each year worked is a good starting point.

• Nail down extras and benefits, such as health and life coverage, and a lump-sum 401(k) contribution.

• Agree that the termination will be announced in positive terms. Avoid the famed "pursuing other opportunities" or "we decided to go a different direction" clichés.

• If you have a bonus structure or other performance-based compensation, agree how that will be prorated or paid depending on how far into the performance period you've worked.

Let's face it: Bad things happen to good superintendents. It's a volatile and unpredictable business and, like the Cleveland-area veteran, you too could find yourself on the wrong end of a raw deal.

Plan for it, and you'll be better the next time you leave a job.

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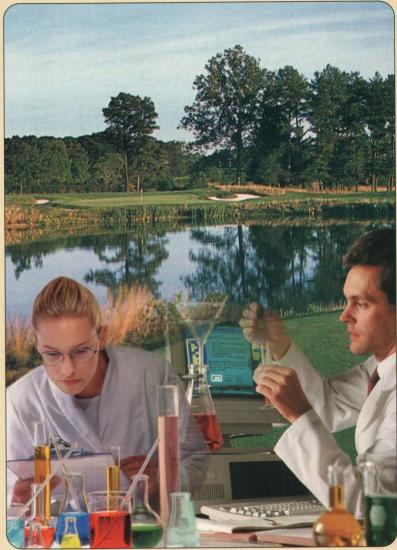
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ack at work after a week of vacation, Mark Michaud sounded refreshed and re-energized while speaking on the phone. Lord knows Michaud, the superintendent

of Shinnecock Hills Golf Club, needed some time to chill. After all, people were still talking about what happened at the U.S. Open when Michaud left for vacation — nearly a month after the controversial tournament ended. In fact, they're still talking about it.

Michaud, who's divorced, traveled to his hometown of Rochester, N.Y., to spend time with his two sons, Mark and Jordan.

"We had a great time," Michaud said. "They loved the Open. They said, 'Dad, you made the ball roll *really* far.' "

Michaud laughed his distinctive raspy cackle after repeating what his sons had said. Yes, the golf balls were brakeless at Shinnecock. Michaud's crew rolled and cut the greens to the point that putting on them was akin to driving on the Ohio Turnpike in February after a few inches of wet snow.

Many players moaned and groaned about the conditions. Hence, all of the hoopla surrounding the lickety-split greens ended up overshadowing the tournament — which was a shame.

"I think they're ruining the game," said golfer Jerry Kelly, blasting the USGA after the tournament.

Indeed, Shinnecock's greens (and fairways) were as stony and inflexible as some of the nuns that taught me in grade school 30 years ago. The critics who said the greens had a negative impact on the tournament had a point. But it could also be argued that the people who said, "Well, that's the U.S. Open for you," had a point, too.

In light of all the problems facing professional sports today, however, the USGA's obsession to stage the most grueling golf tournament of the year may be misguided— but it's not a crime.

Nobody was injured at the U.S. Open, except Tiger Woods' ego. Nobody was infringed upon. All of the players who made the cut walked away with pretty pennies in their pockets.

Professional sports has far-worse troubles than ridiculously fast greens at the U.S. Open.

Fast Greens and Felonious Assault

BY LARRY AYLWARD



THE USGA'S OBSESSION TO STAGE THE MOST GRUELING GOLF TOURNAMENT OF THE YEAR MAY BE MISGUIDED – BUT IT'S NOT A CRIME Turn the TV channel to SportsCenter on any given night and you'll see a pitcher throwing a baseball at a batter's head because the batter smacked a home run off the pitcher two months before. Or you'll see a 250-pound hockey goon barreling down the ice with the sole intention of blindsiding and injuring a smaller and faster center who has scored two goals on the night.

Someday, somebody is going to die on the baseball field or the ice rink.

Who's worse? A baseball manager that instructs a pitcher to throw a 90-mph heater at a batter, or a USGA official who instructs the golf course maintenance staff to roll the already-fast greens the evening before the final round of the U.S. Open?

This is not to say that something shouldn't be done in regard to course setup for future U.S. Opens, but let's just keep things in perspective. The USGA is not ruining professional golf. But baseball pitchers who throw at hitters with the intent to intimidate or hurt them are helping to ruin professional baseball.

After returning from his vacation, Michaud said he didn't want to talk about the U.S. Open anymore. The tone of his voice revealed he was sick and tired of discussing it. Understandable. Michaud also agrees there are more vital problems in sports to talk about.

I'll gladly get that conversation started: I propose that all hockey goons be arrested and charged with felonious assault for causing bodily harm through cheap shots inflicted on opposing players. If convicted, they should spend time in jail and be banned from the league.

Once you take care of the more serious problems in the wide world of sports, then you can come back and talk to me about the fast and furious greens at the U.S. Open.

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