

"HIRING & FIRING" AT SPRING BUSINESS MEETING

By David Brandenburg

Sixty-three members signed up for this year's spring educational and business meeting, held Monday, March 6, in Fond du Lac. "Hiring and Firing: What You Need to Know" provided an excellent educational opportunity, and many in attendance were surprised by the complexity of dealing with employees.

The speakers for the session Mr. Edward Williams, Mr. James Macy and Mr. John Thiel from the law firm of Godfrey & Kahn S.C. in Oshkosh. They put on an excellent program.

Some of the material covered included interviewing guidelines, how to offer positions, the do's and don'ts of employee manuals, sexual harassment, and tips on disciplining and terminating employees.

A key to interviewing and hiring is to avoid any kind of discrimination (age, race, sex, etc.) by only asking questions that pertain to the applicants ability to perform the job they are applying for. It is also important to avoid any casual promises or to make statements that could reduce your ability to fire employees at will.

With employee manuals, it is important to use vague non-binding language and to avoid statements that could later be used against you. Many of us were surprised by how easily a badly worded statement could limit a company's rights.

On the subject of discipline and termination, it is necessary to treat all employees the same in similar situations, and to document all disciplinary actions.

At the afternoon session Dr. Frank Rossi gave us an update on the greens at the O.J. Noer Research Facility. The first year's research and statistics were interesting although Dr. Rossi did emphasize they were preliminary. It's good to know our research dollars are being put to good use by an excellent University of Wisconsin staff.

The association's business meeting went quickly with officer and director reports. Some highlights included the recognition of 25-year members Paul Delfosse, Tom Schaller and Jack Soderberg, along with the approval of the scholarship and research disbursements as follows:

Agri Business Dues — \$200
F/RoW/T — \$800
J.R.Love Scholarship — \$500
O.J. Noer Foundation — \$500
Robert Trent Jones Endowment (GCSAA) — \$1000
USGA Foundation — \$500
WTA Research Fund — \$10,000

1995 WGCSA Meeting Schedule

<u>DATE</u>	<u>LOCATION</u>	<u>SPEAKER</u>
April 24 (Monday)	Lake Arrowhead GC Nekoosa, WI Brian Wilhelm - GC Superintendent	Dr. Chuck Koval Controls Of The Future
May 22 (Monday)	Hartford CC Hartford, WI Joe Kuta - GC Superintendent	(Speaker TBA)
June 19 (Monday)	Drugan Mounds GC - Holmen, WI Mike Drugan - GC Superintendent	
July 10 (Monday)	Lake Wisconsin CC - Prairie du Sac, WI Kendall Marquardt - GC Superintendent	
August 7 (Monday)	CC of Wisconsin - Grafton, WI Gordy Waddington - GC Superintendent	
Sept. 18 (Monday)	South Hill G & CC Fond du Lac, WI	Bob Vavrek Year in Review
Oct. 2	Hawthorn Hill GC Saukville, WI Bill Knight- Park Commissioner	Michelle Cody Investing in Your Retirement

OTHER MEETING DATES

March 9	USGA Regional Conference, Maple Bluff CC
March 27	NGLGCSA Symposium, Rhinelander
May 31	SUPER PRO University Ridge G.C.
August 15	WTA Field Day, Madison, WI
October 7	WGCSA Dinner Dance, Chula Vista Resort, Wisconsin Dells
Nov. 8, 9	Wisconsin Turf Symposium, Milwaukee, WI
Dec. 11, 12	WGCSA/GCSAA Regional Seminar

1996

Jan. 9-11	Wisconsin Turfgrass and Green Industry Expo - Madison, WI
Jan. 22	WGCSA/GCSAA Technical Seminar - Irrigation Specialist
March 4	WGCSA Spring Business/Educational Meeting

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