

Socializing at Bearpath



MGCSA members take a moment to socialize with their peers at the April 16th meeting at Bearpath G&CC.

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Job Descriptions Offer Legal Protection

Key to defending the rights of both employers and employees is having well-written job descriptions. **Liability protection:** This may protect employers from legal disputes regarding wage and hour claims, discrimination and wrongful termination law suits. Employees know exactly what is expected of them. **Important:** While your facility may have a standard employee handbook, it is also crucial to provide specific job descriptions to all employees. When creating or revising job descriptions, remember to:

- **Create** detailed job descriptions for every position.
- **Consider** what is essential to doing the job.
- **Include** all physical and mental requirements for every position.
- **Be sure** that all employees understand their duties and that they agree to fulfill them.

Employers have the right to change job descriptions, but changes need to be made in written form.

A free booklet of sample golf course maintenance job descriptions is available from GCSAA by calling 1-800-472-7878.

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(Source: Murray E. Page, Esquire, Dallas, Texas as printed in GCSAA's Leader Board, March/April 1998 issue.)

Fairway Foundation—

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The program, designed as one of several new ways to retain older kids in Fairway Foundation's program, is expected to expand to St. Paul this year.

According to program director Ray Book, the program has made a strong impression on several participants.

"I was thrilled this past summer, when at the State Fair, my wife and I were approached by a young man and his mother. He immediately introduced himself, looked me directly in the eye and extended his hand, while explaining that he was thankful he had the opportunity to participate in Fairway Foundation's caddie program. He then stepped to the side and formally introduced me to his mother.

"Here was a polite young man that was applying his golf and caddie skills to real life. It goes to show that what we're doing actually makes a difference. Too often, we (society) assume the lesser of these kids, when, really, we should be expecting the most out of them."