

Balancing The Scales On Rules, Regulations & Movements

By John Piersol
Southern Golf Magazine

John R. Piersol is the Chairperson of Golf Course and Landscape Operations programs at the Lake City Community College located in Lake City, Fla. The two-year school includes golf course operations and landscaping in its curriculum.

The pendulum swings left, then right, and we can't seem to get it in the middle. What we need is balance.

Our society has been changed by a plethora of rules, regulations and movements, such as the Americans and Disabilities Act (ADA), the Women's Movement, the Occupational Safety and Health Act (OSHA), the Civil Rights Act, Social Security, Welfare, environmental and management regulations, etc. All of these started for good reasons and have changed attitudes in our society and helped people. However, they all seem to go too far. These movements are like powerful freight trains that get rolling so fast they can't be stopped. Why can't we keep them under control?

Hundreds of millions of dollars have been spent retrofitting old buildings and constructing new ones so they are more accessible to the disabled. There are grumblings about the costs, but some have been worth it. The Women's Movement has helped to advance women in business and politics. OSHA has definitely helped to make America's workplaces safer, and the Civil Rights Act did help to "jump start" American attitudes toward minorities. Social Security can act as a "safety net" for America's most needy, Welfare can help the unfortunate "get back on their own feet," and "properly" protecting the earth's resources is worth having "some" environmental regulations.

The "Other Side"

But this is a coin that has an "other side" that is much bigger than the front and defeats its intended purpose. Bureaucracies are built, movements get going and before you know it, the regulations are doing more to pay for the bureaucracies than to help people. The wrong people are helped due to inept implementation, and even though the basic goals have been accomplished, the movements continue to keep a few of the outspoken in the limelight. We go too far. Why can't we get it right?

The Golf Industry Cares

People get so aggravated with the regulations they want to eliminate them. That will not happen, and it isn't the answer. Balance is the answer.

Take golf and the environment, for example. The golf industry has been falsely accused of being filled with rich elitists who could care less about the environment, and there has been a lot of overreaction to environment, and there has been a lot of overreaction to environmental issues. But, some of this has done some good. Today's golf course superintendents have better chemicals, fertilizers, biological controls and knowledge of helpful cultural practices than were available 20 years ago. There is no doubt we are now able to properly maintain turf in a safer, more environmentally friendly manner than ever before — not because superintendents' attitudes have changed, but their knowledge base and the tools available to them have. I contend that superintendents always cared about the environment, but a lot of our new tools and practices can be attributed to environmental pressure; no doubt about it.

The overreaction, however, keeps going to the point where people demand that no fertilizers or chemicals ever be used, or they want no golf courses at all. They forget it is green space and much better than the 100% runoff caused by a new "mega mall," which would most likely be met with cheers and little opposition.

Why can't we get it somewhere in the middle? Rules and regulations are necessary to make people do things for the good of all that they would not do independently. That does not mean we should keep going until we regulate businesses to death. We need to pursue the serious infractions and leave the minor ones alone. We need balance.

Professionalism

In the strictest terms, a profession is an avowed occupation. Professionalism then becomes an attitude about that occupation. It is a portrayal of your personal integrity regarding the work that you do for pay. Business practices, communications, continuing education, discipline, ethics, environmental stewardship, image, personal conduct, professional association participation, regulatory compliance, turf management and training are all areas of our occupation that should be executed with the highest professional standards. They are the benchmarks by which we, as individuals, and our profession are measured.

— Joel D. Jackson, CGCS

Youth Labor on the Golf Course: What Do I Need to Know?

Required: Employers who hire children under 18 must comply with both federal and state laws. State laws take precedence.

Suggested: Although federal law does not require employers to obtain documentation of employees' ages, the U.S. Department of Labor strongly suggests that the employer get a federal or a state certificate of age.

Age Limitation — Federal standards: *Minors under 16 but over 14* may work for their own parents in any non-hazardous job. They also may work in a variety of areas including maintenance, but without using power-driven mowers or cutters.

Minors under 14 but over 12, can work in agricultural jobs (hand-harvesting) provided they have parental consent and don't work during school hours.

Wages: Minors must be paid the federal minimum wage and overtime pay unless they meet the criteria for a training wage. **Training Wage:** 16- to 19-year-old workers employed in an on-the-job training program that is registered with the Labor Department may be paid a training wage — at least 85 percent of minimum wage — for the first 90 days of employment.

Hours of Work: There are no federal limits on working hours for minors 16 to 17 years old.

Children under 16 may not work:

- during school hours
- more than 18 hours during any week when school is in session (40 hours when school is not in session);
- from 7 p.m. to 7 a.m. on any day except during summer (June 1 through Labor Day when the restricted hours are 9 p.m. to 7 a.m.) **Exception:** 14 and 15 year olds enrolled in a work experience or career exploration program during school hours.

Caution: There are serious penalties for violation of child labor laws.

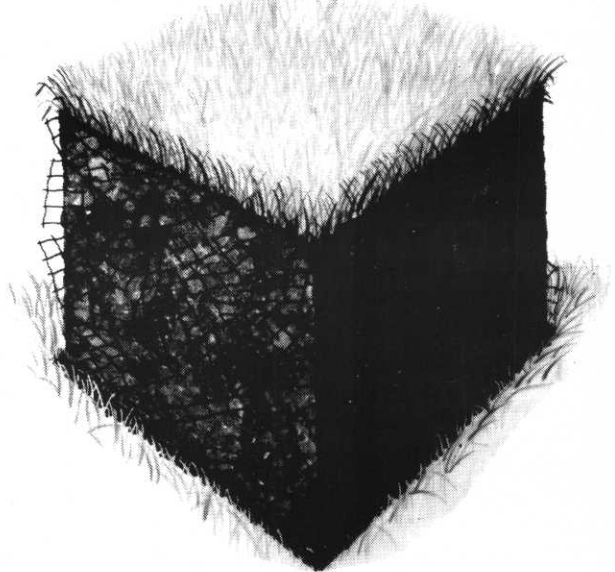
Bottom Line: Fourteen may be the minimum age for employing minors on the golf courses.

Information: Contact Employment Standards/U.S. Department of Labor and your state's labor department.

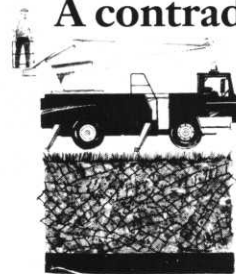


PATRICK REUSSE, guest speaker at the banquet, related some humorous stories from the Star Tribune.

Engineered Natural Turf



A contradiction in terms?



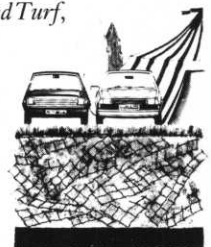
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Skin Cancer Prevention:

It Could Save Your Life

By Henry Nehls-Lowe and Patrick Femington, MD, MPH
Wisconsin Division of Health — Madison, Wisconsin

Summer's bright sunshine brings out more than beautiful lawns and gardens. An increasing number of people are working and playing in the sun. Many of us are familiar with the discomfort of sunburn. But there is a looming cloud more ominous than sunburn, particularly among those of us who burn easily or work outdoors all day in the sun. It is skin cancer.

Each year an estimated 10,000 Wisconsinites are diagnosed with skin cancer. Skin cancers are the most common type of cancer and its rate increases each year. The most common type of cancer is basal cell or squamous cell carcinoma. Although these cancers are easily cured if treated early, they are still responsible for the deaths of several thousand Americans each year.

Of greatest concern is malignant melanoma skin cancer, because it can appear quickly and spread to other parts of the body. Fortunately melanoma is not as common as basal cell or squamous cell carcinomas in Wisconsin. About 300 persons are diagnosed with melanoma each year. However, the rate of melanoma is increasing at a rate of 3% to 4% per year, faster than any other cancer in humans. In Wisconsin, the death rate from melanoma appears to be increasing for men, but not for women.

Excessive exposure to sunlight and fair skin are significant risk factors for all types of skin cancer (dark-skinned individuals should also avoid excessive sunlight exposure). Halting unprotected exposure to sunlight will

decrease your lifetime risk of skin cancer. It is very important for children to avoid severe sunburns because this is linked to melanoma developing during adulthood.

Wearing a hat and a long-sleeve shirt is the best way to keep the sun off your skin. Wide brimmed hats provide the best protection. Baseball caps can provide good protection for the face, but leave the back of the neck exposed. Some baseball caps come with a loose piece of cloth that covers the back of the neck. These caps were found to be practical and easy to use in a study of skin cancer prevention among farmers, conducted by the Marshfield Medical Research Foundation.

Sun screen lotions are very effective at filtering out ultraviolet light — the most damaging part of sunlight — for those parts of the skin that cannot be covered by clothing. Sun screen ratings between 0 and 15 allow a varying degree of tanning. A sun screen lotion with a rating of 15 and above filters out almost all ultraviolet light. Sun screens should be applied liberally to any exposed skin and reapplied if washed off by water or heavy perspiration.

If you spend much time outdoors or are fair-skinned, you should check your skin regularly for the appearance of skin lesions or mole-like growths. Also, you should regularly examine existing lesions and moles for changes in color or size. Consult your physician if you notice either of these or if you have concerns about skin cancer.

— Wisconsin Turfgrass News

Effective Superintendent—

(Continued from Page 28)

7. **Confident and self-assured.** Knows what he/she knows and doesn't know. Won't hesitate to ask for others' advice, suggestions, input and participation.
8. **Knows what work results are required.** Has enough technical knowledge of the work being supervised to make those judgments. Uses knowledge to evaluate rather than for getting involved in the "doing" of the work (unless he or she is a "working manager.")
9. **Empathy for the group's problems.** Demonstrates a caring attitude.
10. **Fair and consistent with everyone.** This is demonstrated through patterns of work assignments. Consistent enforcement of rules, policies and procedures.
11. **Gains the people's trust.** This is demonstrated by the leader's willingness to represent the group to "higher management."
12. **Goes to bat for the group.** Will work for the best and fair interests of the work group. Will not shrink from approaching higher management when necessary.
13. **Maintains a relationship of friendliness while remembering he or she is not "one of the boys."**
14. **Approachable.** Easy to talk to. Wants and seeks input from the work group.



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GROUND WATER

Myths & Facts

Myth #1: Groundwater always flows from north to south.

Fact: Depending on location, groundwater can flow in *any* direction — but usually follows land contours.

Myth #2: Groundwater flows in underground caverns and rivers.

Fact: Groundwater flows through cracks and pores between soil and rock particles.

Myth #3: Groundwater drawn from wells has been underground thousands of years.

Fact: Typical private drinking water wells in our area yield groundwater a few years to a few decades old.

Myth #4: If well water is stained — it *must* be polluted.

Fact: Stained water doesn't necessarily mean that it's contaminated.

Myth #5: If water tastes good — it's safe to drink; if it smells bad or tastes bad, it's unsafe to drink.

Fact: You can't judge groundwater by its taste or smell *alone!* A sudden change in flavor or odor should be investigated.

Myth #6: Everything we put on the ground pollutes water.

Fact: *No!* Soil bacteria, air and water can break down many but not *all* substances.

Myth #7: One simple test can determine that your well is safe.

Fact: Wells should be tested regularly for bacteria and nitrates. But, there are many chemicals that can enter groundwater that won't show up on a regular water test.

—Groundwater
Wisconsin DNR publication

Open Letter To All Interested Parties:

On February 28, 1995 Minnesota OSHA issued a letter informing employers and manufacturers that riding lawn mowers and similar equipment with 20 horsepower motors or greater will be cited under Minn. Statute §182.653, subd. 2, if they are not equipped with a rollover protective structure (ROPS) and seatbelts.

This letter is being sent to you now to inform you that until May 1, 1996, the ROPS and seatbelt requirements will not be enforced on routine (programmed) MNOSHA inspections. However, MNOSHA will continue to look at this issue when it conducts unprogrammed inspections based upon imminent dangers, employee complaints, referrals, or notification of an employee death or serious injury.

If an unprogrammed inspection before May 1, 1996 reveals a failure to use rollover protection and seatbelts on an affected vehicle, Minnesota OSHA will issue a citation of §182.653, Subd. 2 to the employer unless a written plan can be provided at the time of the inspection describing the planned implementation of rollover protection and seatbelts, including:

- 1) A schedule for conversion of affected equipment, and
- 2) Interim abatement procedures designed to minimize the potential exposure to employees.

If you have questions about this procedural change, please contact your nearest OSHA office or call the St. Paul office at (612) 296-2116

**Minnesota Department
of Labor & Industry**

Sincerely,

Terry Mueller
OSHA Management Team

New Turf Management Course for College Credit

The University System of Georgia has recently announced the availability of an independent study course in turfgrass management.

Through the use of detailed lesson plans, textbook, lab manual and videotapes, an individual can earn college credit while completing this course in the comfort of his or her home or workplace.

All the basic principles of turfgrass management for both cool-season and warm-season turfgrasses are thoroughly covered. For example, some of the topics include turfgrass selection, soils, establishment, mowing, fertilization, irrigation, thatch control, pest control, etc.

In addition, the course offers laboratory-type exercises on turfgrass and seed identification, spreader and sprayer calibration, pest identification, etc.

For more information, call the University of Georgia Independent Study Office at (706) 542-3243.



HAVING A GOOD TIME AT THE CHAMPIONSHIP (from left) are Scott Weltzin, Pheasant Run G.C.; Pat Walton, Rolling Green; Steve Hamelau, Alexandria, and Host Superintendent Keith Greeninger, Baker National.

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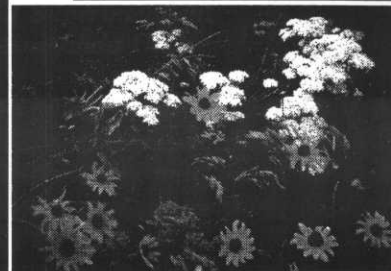
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for donating the MGCSA pins to the Scholarship Fund. They are for sale at all MGCSA functions for \$10.00. Proceeds go into the Scholarship Fund.

NATIONAL CONVENTION

The MGCSA is not reserving rooms for the 1996 National Convention in February. Attendees must make their own hotel arrangements.

ROOMMATES IN ORLANDO

If you are looking for roommates at the National Convention taking place Feb.5-11 in Orlando, call the MGCSA office. Your name will be added to a list. The "roommate" list is available for inquiries.

MGCSA 1995-96 DUES ARE PAST DUE!

MEMBERS WHO HAVE NOT PAID DUES, THIS IS YOUR LAST ISSUE OF HOLE NOTES.

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EDITOR'S CORNER

By Tom Johnson
New Richmond Golf Club



This season has been a plant pathologists dream. Just about every fungus that is harmful to turfgrass has shown its ugly head (or mycelium). On top of that, algae has been a problem on some turf areas. Yes, this year you can recognize a chemical supplier or plant protectant person by their 300 watt grin. This smile should last all winter because the pre-emergence orders will certainly increase for the spring of 1996 to control all the crabgrass. I remember a slide that **Dr. Houston Couch** had in one of his presentations. It was the bottom view of a spray tip nozzle and his comment was: "That is the last thing that *Sclerontinia homoeocarpa* will ever see!" This is one summer where some of those diseases have nine lives. Are we looking forward to fall yet?

* * * *

Does this statement fit some people you know? "Never confuse movement with action." Some people seem to be busy, but not a lot gets done. (Credit that to Ernest Hemingway).

* * * *

Did you know the average temperature of the earth is 57°F. The average size of all animals is around that of a housefly. There is an average of six million leaves on an elm tree. No wonder it's a never-ending job of leaf removal each fall!

* * * *

"Every road that replaces a footpath, every outboard motor that replaces a canoe paddle, shrinks the area of a park."

* * * *

While some of us had washed bunkers or some trees down from the recent winds and rains, **Kevin Clunis** reported a great deal of damage to his course which is under construction. They were ready to seed when the heavy rains washed most everything out. Although there were just four acres seeded, most of the finish grading will have to be done again. By the time this issue of *Hole Notes* comes out things might look different. Hang in there, Mr. President!

* * * *

The new superintendent of Mississippi Dunes is **Shane Andrews**, whose official title is once again Superintendent, Welcome back! **Bill Larson** and mechanic **Mike Romundstad** must have turned the governors down on their golf cars. The St. Paul Police recently were able to catch three joy riders with their squad cars at T&C.

* * * *

As always, I've been leading a quiet, sinless life, but these last few days (August 11-13), have been very trying.

More heat, humidity and rain (5.6" in our gauge), brings up the carts or no carts issue. Cart golf has become such a part of the game as well as part of the revenues that many golfers don't realize there indeed was golf before golf cars. Pregolf-car-golf, so to speak. Besides, God likes people who carry their clubs better than those who always ride. Sometimes talking to golfers about cart use in saturated conditions has precisely the same effect as shouting up a rain spout in the interior of Afghanistan. It does strain the limits of logic. Watching some of the "new" walkers coming down the fairway with their pull carts is like watching a tired, thinned army pulling their chariots home in defeat.

* * * *

Congratulations to **Jim Nicol** and his crew for another successful Burnet Senior Classic. Is that three years in a row with rain, Jim? Next year, Nicklaus and ESPN.

* * * *

See you at the **Harold Stodola Research Scramble** at **Town & Country Club** or **The Minikahda Club** Monday, September 11. Hosts, **Bill Larson** and **Douglas Mahal**.

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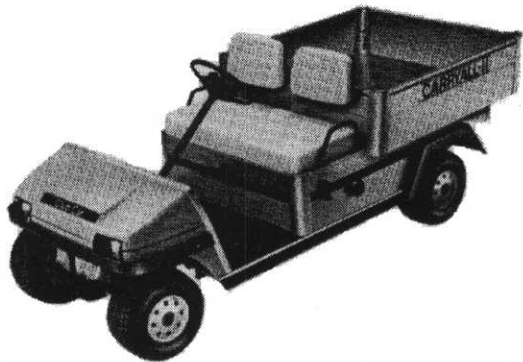
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