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About the Cover

Pictured with MGCSA President Robert Panuska are his wife Sherry, daughter Brittania, son Ryan and dog Jazz.

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UPCOMING EVENTS

April 25
Spring "Assistants" Mixer
North Links Golf Course, Mankato
Host Superintendent: Eric Peters

May 16
BASF Tournament
Stillwater Country Club, Stillwater
Host Superintendent: Marlin Murphy

June 13
Scholarship Scramble
Dellwood Hills Golf Club, Dellwood
Host Superintendent: Eric Peterson

August 1
Harold Stodola Research Scramble
Brackett's Crossing Country Club, Lakeville
Host Superintendent: Tom Proshek

September 26
MGCSA Championship
Midland Hills Country Club, St. Paul
Host Superintendent: Scott Austin, CGCS

October 11
Fall Mixer
Monticello Country Club, Monticello
Host Superintendent: Rick Traver, CGCS



PRESIDENT'S MESSAGE

Plan to Attend MGCSA Events This Year Beginning with the April 25 Spring "Assistants" Mixer at North Links GC

By Robert Panuska

The MGCSA had a great turnout in Orlando for our association social gathering during the GCSAA Conference and Golf Industry Show. Scott Turtinen and I estimated that about 100 people attended the open-air event at Adobe Gila's. A special thank you to Jon Almquist for making the contacts and reservations required well in advance. We shared the facility with our neighbors to the south from Iowa and while there was not a great deal of intermingling, I did have the opportunity to meet the president of the Iowa association. He offered up an idea that I in turn offer to you, the MGCSA membership. He floated the idea of a tri-state (Minnesota, Iowa & Nebraska) golf tournament. I think it would offer us a great opportunity to meet and network with others in our region. No details have been put together at this time. However, if you have a desire to see this happen and would be willing to help organize the event, please contact Scott at the MGCSA office, or Arrangements Chairman Matt McKinnon at the Legacy Courses at Craguns.

* * * *

Please take a minute and look over the list of meetings and events for this year and make plans now to attend as many as possible. Added to the "traditional" venue this year is an April mixer dedicated to our assistants. The speaker for this event will be Dr. Janna Beckerman from the University. Dr. Beckerman is an extension pathologist at the University of Minnesota and has a great talent for making a rather technical and sometimes dry subject very interesting and informative. While this event is open to all MGCSA members we would like to see as many assistants attend as possible. Thanks in advance to Eric Peters, North Links Golf Club in Mankato, for hosting this mixer. Eric also wrote an article (*page 22 of this issue*) about his experience in a fire mishap.

* * * *

As a follow-up to my comments last month regarding the financial situations of a couple of our member clubs, I would like to ask for input from our membership. Please give some serious thoughts to your own situations and "special" attributes, actions, situations and/or innovative ways you have found successful in your career that have "demonstrated" to the leadership at your facility the value that you bring to your position as Superintendent. It may be great project management that saves thousands of dollars for your club. It could be innovative labor management or fertility management or equipment maintenance. I am looking for very specific ideas that we could share with your fellow Superintendents as well as others such as club managers, greens chairmen, club presidents, golf professionals and members in a brochure type format. I envision that this could be posted on our website, sent to every facility posting a job through the MGCSA as well as provided to our membership to offer thoughts and ideas on how they can convey their value to the people they work for. Please e-mail or send your thoughts and ideas to the MGCSA office. Rest assured all responses will remain totally confidential and we will contact you for permission before using any of your thoughts or ideas.

Until next month,
Rob

HOLE NOTES

Official Publication
of the MGCSA

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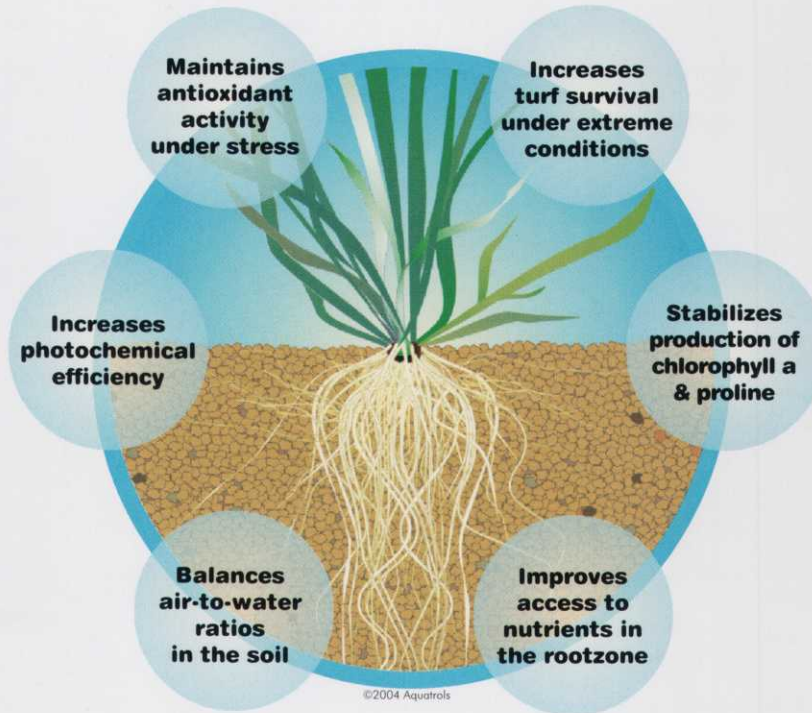
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OVERVIEW OF THE MINNESOTA CHILD LABOR ACT

Minimum Age

A minor under 14 years of age may not be employed, except:

- + as a newspaper carrier;
- + in agriculture, if at least 12 years of age with parent or guardian consent;
- + as an actor/actress or model; or
- + as a youth athletic program referee.

Proof of Age

The proof of age must be maintained as part of the payroll records. Acceptable proof is one of the following: a copy of a birth certificate, a copy of a driver's license or permit or an age certificate issued by the school.

Hours of Work

All employers in the state are covered by state law, but those employers that do \$500,000 or more a year in sales or gross revenue are also covered by federal law.

For employers covered by both state and federal requirements, the law that is more strict prevails. (For example, federal law convening hours of work for 14- or 15-year olds is more restrictive than Minnesota law, so employers covered by both laws must follow the federal guidelines.)

Minors under 16 may not work:

State law (all employers)

- + before 7 a.m. or after 9 p.m. with the exception of a newspaper carrier;
- + for more than 40 hours a week or more than eight hours per 24-hour period, except in agricultural operations;
- + during school hours on school days without an employment certificate issued by the appropriate school officials.

Federal law (employers with annual sales or revenue of \$500,000 or more)

- + during the school year:
 - later than 7 p.m.;
 - more than three hours a day;
 - more than 18 hours a week.

16- and 17-year-olds may not work:

State law (all employers)

- + later than 11 p.m. on evenings before school days or before 5 a.m. on school days. With written permission from a parent or guardian, these hours may be expanded to 11:30 p.m. and 4:30 a.m.

Federal law (employers with annual sales or revenue of \$500,000 or more)

- + no special restrictions on 16- and 17-year-olds concerning hours of work.

Prohibited Occupations

The commissioner of Labor and Industry has established as hazardous or detrimental to the well-being of minors the following occupations:

Minors under the age of 18 may not be employed:

Liquor

- + To serve, dispense or handle intoxicating liquors that are consumed on the premises;

+ to work in rooms where liquor is served or consumed, with the following exceptions: 17-year-olds may perform bussing or dishwashing services in a restaurant and 16- and 17-year-olds may provide musical entertainment at a restaurant. Note: Public safety/liquor control laws prohibit the serving or selling of intoxicating liquor by minors under 18 years of age in a retail intoxicating-liquor establishment.

Hazardous Materials

- + Where chemicals or other substances are present at excessive temperatures or in injurious, explosive, toxic or flammable quantities.
- + Where explosives or fireworks are manufactured, stored, handled or fired.

Hazardous Operations

- + In or about logging or lumbering operations, paper mills, saw mills, lathe mills or shingle mills; mines, quarries and sand or gravel pits; construction or building projects; ice harvesting operations.
- + In building maintenance or repair higher than 12 feet above ground or floor level.
- + In oxy-acetylene or oxy-hydrogen welding.

Transportation

- + On boats or vessels used for commercial purposes, except if performing guide or other non-operational services.
- + As a driver for hire: driving buses, cabs or other passenger-carrying vehicles.
- + In certain railway occupations.

Machinery

- + Operating or assisting in the operation of power-driven machinery such as:
 - industrial trucks (forklifts);
 - meat saws or grinders, milling machines
 - punch presses, press brakes and shears;
- + woodworking machinery (circular or radial saws, jointers and shaping machines).
- + Operating any non-automatic elevator, lift or hoisting machine.
- + Operating, erecting or dismantling rides or machinery in an amusement park, street carnivals or traveling shows, or in the loading or unloading of passengers on rides.

Other

- + In aerial or other acrobatic acts.
- + As a lifeguard, except for a minor with a Red Cross life-saving certificate (or equivalent) who works under uninterrupted adult supervision.
- + In any occupation or activity, or on any site, which is hazardous or dangerous to life, limb or health.

In addition to the prohibitions listed, minors under the age of 16 may not be employed in these areas:

Machinery

- To operate or assist in the operation of machinery, such as:
 - + farm-type tractors and other self-propelled vehicles, except for equipment permitted by a certificate of training under either the 4-H Federal Extension Service or the U.S. Office of Education

- Vocational Agricultural Training Program;
- + laundry, rug cleaning or dry cleaning equipment;
- + drill presses, milling machines, grinders, lathes and such portable power-driven machinery as drills, sanders and polishing and scrubbing equipment for floor maintenance;
- + meat slicers, textile-making machines or bakery machinery;
- + in oiling, cleaning or maintaining any power-driven machinery;
- + in work using pits, racks or lifting apparatus at service stations or in mounting tires on rims;
- + in a car wash to attach to or detach car from mechanized conveyor lines or to operate or contact the car while it is connected to the conveyor.

Agriculture

- + In any agricultural operations declared by the U.S. Secretary of Labor to be particularly hazardous for employment of children below the age of 16.

Transportation

- + In or about an airport landing strip and taxi or maintenance aprons.
- + As an outside helper on a motor vehicle.

Operations

- + To do welding of any kind.
- + As a loader of launcher for skeet or trap shooting
- + In any manufacturing or commercial warehouse.
- + in processing plants.

Other

- + To lift or carry, or otherwise personally care for, patients in hospitals or nursing homes.
- + In walk-in meat freezers or meat coolers, except for occasional entrance.

Exceptions to the above:

- + a 17-year-old high school graduate; or
- + a minor employed by a business that is solely owned and daily supervised by one or both parents. A minor may be employed at tasks away from or outside of the area of hazardous operation, equipment or materials.

Penalties / Fines

An employer who fails to comply with provisions of the Minnesota Child Labor Act may be subject to fines. An employer who repeatedly violates the Act's provisions or any other regulation issued pursuant thereto shall, upon conviction, be guilty of a gross misdemeanor.

* * * * *

(Editor's Note: This overview is not to be considered a substitute for the statutes and regulations. The same criteria used to determine coverage for the minimum wage and overtime laws are used to determine coverage of child labor laws. For more information, contact the Minnesota Department of Labor and Industry, Labor Standards, 443 Lafayette Road N., St. Paul, MN 55155-4307, or by phone at 1-800-342-5354 or 651-284-5005. Minnesota child labor laws can be found at www.doli.state.mn.us/laborlaw.html. Wisconsin child labor laws can be found at http://www.dwd.state.wi.us/er/labor_standards_bureau/child_labor_laws.htm.)

Rob Panuska Enters Second Term As MGCSA President

By JACK MacKENZIE, CGCS
North Oaks Golf Club

The Waseca Lakeside Club is a private 18-hole facility located on the north side of Clear Lake in Waseca Minnesota. It is also home to our current Minnesota Golf Course Superintendent Association President, Rob Panuska. Originally conceived as a 9-hole loop in 1922, the Lakeside Club took itself to "the next level" twice in the last 35 years.

The first step began in 1969 when leaders of the membership pushed hard to expand the club from a 9-hole layout to an 18-hole track. This included the purchase of property, design layout and construction and perhaps of most importance, the upgrading of the clubhouse. Originally not much

al green staff in 1987. At the time Rob was a horticultural student at the University of Minnesota, Waseca Campus

*"Rob gets fired up
and is passionate in
what he believes in."*

— Seth Langager

under the tutelage of Brad Peterson, Director of the Turf Management program.

"I owe my whole career to Brad," Rob confides. "He saw my potential as a turf manager, encouraged me to attain work at Waseca Lakeside and helped guide my education."

Timing is Everything

You could say that Rob was at the right place at the right time. Upon graduation, our current president was provided full time employment at the Lakeside Club with the idea that he would replace soon-to-retire superintendent Ray Bloemke. Day to day time management skills were passed down from Ray to Rob, but his personal turf mentor prior to taking over the superintendent's position was seasoned employee Earl Byrne.

It was Earl, employed at the club since the expansion years, who took Rob under his wing and gave him the "hands on" education necessary to make a well-rounded turf manager. All of the common sense lessons Mr. Byrne learned through experience he passed onto Rob.

"Although he never told me exactly what to do or when to do it, Earl would intimate tried and true and more often than not conservative techniques that I should learn," Rob explains. This really helped limit the learning curve as he transitioned into the superintendent's position in 1991.

Water Remediation

It was also at this time that the Waseca Lakeside Club, now 350 members strong, contracted Joel Goldstrand to massage the layout of the 69-year-old golf course. Some of the design work Rob was responsible for implementing included the additions of bunkers, the rebuilding of several tees and even some green reconstruction. But of greatest impact was the creation of an all-inclusive drainage plan.

As was typical at many courses, the property developed in the early '70s tended to be very low terrain. In fact, the course lies in the flood plain of the surrounding agricultural land. When even a minor rain event occurred, the club would be overwhelmed by water and have to close for several days until Rob and his staff could pump it away.

To help Joel create a comprehensive plan a familiar name was hired. Rob's brother John Panuska, then Water Management Engineer for the Wisconsin DNR, was brought on board for his design expertise.

The implementation of this project kept Rob and his team busy for over two years. Catch ponds were constructed including intimate relationships with vast drainage systems and interconnecting culverts. The final flow empties into a three-acre holding pond. From there the water is lifted nine feet to nearby Rice Lake. The pump is capable of moving over 1,500 gallons of water per minute in an effort to keep the club playable, even after a five-inch rain. Of the project's end result, Jeff Richards Golf Pro/Manager of Waseca Lakeside Club says, "Rob is a perfectionist and likes to do the right thing the first time. He took charge of the very successful project and dedicated himself above and beyond what could be expected of most."

(Continued on Page 9)



*MGCSA President Robert Panuska
looks forward to a second term.*

more than a large screened porch, the new facility was designed to accommodate large member functions and include a pro shop. It was a definite concerted effort to take the club to "country club" status.

But of more importance to the club and current membership was the second step, the addition of Rob Panuska to the season-

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Panuska—

(Continued from Page 7)

The membership acknowledges their seasoned super as well. "All of us appreciate Rob's efforts to keep the course healthy and playable, especially on such a limited budget," says Club President Jeff Juberien. He continues, "It is truly HIS course. He takes great pride and really seems to enjoy his job."

A Mentor and a Friend

Membership satisfaction is important, but equally so is the development of relationships with others. Seth Langager, Assistant Superintendent at Waseca Lakeside Club, considers Rob a professional mentor.

"Rob has taught me three very important things. Number one, look at the big picture; how is one little change going to impact the whole. Second, be flexible and willing to adjust. And third, you can never have too much drainage on a golf course!" Regarding management Seth praises, "Rob is very active with the crew. Although he is the superintendent, he is

always willing to jump into the trenches and get the work done. No matter how dirty or tough the job is."

Fred Taylor, CGCS, and Superintendent at Mankato Golf Club, echoes Seth's accolades. As a good friend with Rob at the University of Minnesota, Waseca Campus, Fred found him to be

"My service to the MGCSA has been an honor and a privilege to me personally"

—Rob Panuska

compassionate about life in general. Regarding agronomic ideas and political diversions, Fred sums up his relationship with Rob, "He is a good listener and gives good, level-headed advice. That is what great friends are for."

An Articulate Leader

Level headedness is what being a leader in the industry is all about. And it helps to be articulate. A participant in

Toast Masters, our association president is always available for presentations, meetings and sometimes debates. In fact once Rob had a "one on one" with then President of the University of Minnesota, Neils Haselmo regarding the closure of the Waseca Campus.

Although the school was closed, Rob's opinion was heard loud and clear. As a leader in the turf industry, his all encompassing vision has been no less obvious.

Rick Fredericksen, CGCS at Woodhill Country Club and past President of the MGCSA, has great respect for Mr. Panuska and all of the initiatives he has brought to the Board of Directors attention. "Rob has been so active in all aspects of the Association management, especially in Research, that to pinpoint one attribute would be difficult. He has been especially instrumental in helping the Board redirect monies generated at state events to promote local research. Rob was also key in the search for University of Minnesota faculty including Dr. Brian Horgan."

(Continued on Page 12)



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Time-Lapse Images Shed Light on Shade

By MIKE PILO

Superintendent, Charlotte Country Club
Charlotte, North Carolina

One of the great agronomic challenges in maintaining a golf course is growing high quality turfgrass in excessively shaded areas. Charlotte Country Club is no stranger to this problem as we have many large trees throughout. The solution may seem simple: increase light penetration to the area by removing the trees. However, the extent to which an area is shaded is not always as obvious to some as it might be to the golf course superintendent, especially when a tree has special meaning for someone or it "adds character" to a hole.

Effectively communicating to club officials that a tree or trees need to be removed in order to consistently maintain healthy turf grass is easier with clear visual evidence. Pictures have helped me to illustrate the quantity and quality of sunlight a turfgrass area receives throughout the day. Armed with this visual information, decision makers are better informed to make the right choice.

Specifically, my goal was to convey the lack of sunlight on the seventh tee complex during the winter months. These tee boxes stayed wet and would often remain frozen for days. Consequently, they have been re-sodded several times over the last few years, most recently with zoysiagrass. I decided to take pictures of the area at regular intervals throughout the day, however this proved to be a great a burden on my schedule. So I looked for camera equipment that could take the pictures automatically.

Time-lapse photography equipment suited for the outdoors can be expensive. I eventually came across a camera that was well-suited to the job and at \$260, was relatively inexpensive. It is called the Deercam Scouting Camera. This camera was designed with a different use in mind, to take pictures of wild game visiting a feeding station. A motion sensor detects the movement of the animal and triggers the camera to take a picture.

(Continued on Page 11)



8:00 a.m.



10:00 a.m.