

Occupational Safety and Health Act

On December 29, 1970 the President signed into law the Occupational Safety and Health Act (Williams - Steiger Act) which became effective April 28, 1971.

The purpose of the act is "to assure so far as possible every working man and woman in the Nation safe and healthful working conditions.

George C. Guenther, Asst. Sect. for Occupational Safety and head of the Dept of OSHA wrote an article in the June issue of the *Golf Course Superintendent* which left no doubt that golf courses were covered by the provisions of this law.

Briefly mentioning some aspects of importance: OSHA inspectors may enter any premises at any time during working hours, usually without notice and inspect the premises and all pertinent conditions, structures, machines, apparatus, devices, equipment and materials during their actual use. They may also question any employer or employee.

If an inspection determines a hazard exists or there has been a failure to comply with the act, a written citation describing the nature of the violation will be issued. This citation must be posted by the employer in the work place. Usually the citation will specify a time limit for correction of the violation. First violation citations and less serious violations may incur fines to \$1,000.00 for each violation. In addition to the fine, any employer who fails to correct a violation within the time period permitted may be penalized up to \$1,000.00 each day the violation persists. Willful repeated violations by an employer may be subject to fines up to \$1,000.00 for each violation. A willful violation by an employer which results in the death of any employee is punishable by a fine of up to \$10,000.00 or imprisonment for up to six months. A second conviction doubles these criminal penalties.

The Act requires employers to maintain a log of all work-related deaths, injuries, and illnesses. Minor injuries requiring only first aid treatment need not be recorded, but a record must be made if they involve medical treatment, loss of consciousness, restriction of work or motion or transfer to another job. Employers can also be required to maintain accurate records of employee exposure to potentially toxic materials or harmful physical agents (in other words chemical applicators).

To comply with OSHA, three forms must be kept. The first is a report of injury form for each injury or occupational illness. The word "OSHA" must be on the form as all others are obsolete. The second form is a log of injuries (OSHA form #100). Each occupational injury or illness must be recorded within two days. Logs must be kept current and retained for five years. The third is a summary of injuries (OSHA form #102). This must be posted for 30 days following the end of the calendar year.

COMPLY OR PAY FINE

Officials administrating the Occupational Safety and Health Act report excessive violations and noncompliance with the provisions of the Law, inspecting officers in several states have issued citations to as many as 95 percent and more of the businesses and firms visited. A growing industry like the Green Industry is necessarily subjected to

risks not common to established areas of endeavor. It therefore behooves us to become cognizant of these risks and establish correct patterns of safety. Unless this industry finds mental solutions to these problems, OSHA inspectors will find economic solutions through your pocketbook. The penalties are stiff. Here are a few not subject to reduction:

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| 1. Failure to post the official OSHA posters | \$ 50 |
| 2. Failure to maintain OSHA Form 100 Log | 100 |
| 3. Failure to maintain OSHA Form 101 Supplementary Record or its equivalent | 100 |
| 4. Failure to compile OSHA Form 102 Summary | 100 |
| 5. Failure to post OSHA Form 102 Summary by february 1, for 30 days | 100 |
| 6. Failure to report fatality or incident in which five or more employees are hospitalized | 200 |
| 7. Failure to post citation received at the worksite | 500 |

An employer is required to have his course, and everything in or on it, in a non-hazardous condition at all times. For example, all holes (presumably not the ones on the greens which encase the cup) must be guarded to protect employees from falling into or through them regardless of where they may be situated. Use of tractors, carts, sprayers, aerators, mowers, and other golf course machines, is covered by OSHA Standards. Likewise, fertilizers and pesticides, disposition of dangerous materials, walking and working surfaces, personal equipment, environmental controls, fire and medical and first aid protection, materials handling and storing, machinery and machine guarding, powered tools, electrical requirements etc., are covered.

The standards that effect golf courses (same as for all industries) are contained in part two of the Federal Register of May 29, 1971 entitled, Part 1910-Occupational Safety & Health Standards. A copy of this, as well as all other needs and information, can be obtained from the regional office in Philadelphia.

OSHA information:

Office of Information Services
Occupational Safety & Health Administration
U. S. Department of Labor
Washington D. C. 20210

OSHA FORMS:

Joseph Perzella
Penn Square Building
Room 410
Juniper & Filbert Streets
Philadelphia Penna. 19107

Record Keeping Booklets

Log of Occupational Injuries
and Illnesses (OSHA form 100)

Supplementary Record of Occupational
Injuries & Illnesses (OSHA form 101)

Summary Occupational Injuries and
Illnesses (OSHA form 102) *Cont'd on next page*

Poster — Safety & Health Protection
On The Job.

Who is fined and who goes to jail? The last person who had a chance to correct a potential or real hazard and didn't. At a golf club that person many times would be the superintendent.

A good superintendent wants to protect his men anyway. But with the enforcement of this act it would be wise to take a very close, critical look at conditions in your work area and equipment being used by your employees.

NEWSLETTER MAILBAG

THE SUPERINTENDENT'S FRIEND

The death of James E. Thomas, known by his friends and associates as (Jimmy) was quite unexpected. It came as sad news and a great shock to all who knew him.

As we travel down life's path we all meet and make many exceptional acquaintances. Jimmy's friendship was one of life's rarities, in that you could trust and depend on him at all times. His words and deeds could be accepted as gospel truth.

Jimmy will be remembered by both the Middle Atlantic Superintendents Assoc., and the National Assoc., for his many constructive contributions. Through his ideas and suggestions our associations made great progress.

Jimmy was dedicated to his profession. He was a very humble and compassionate man with an abundance of turf knowledge. Jimmy and I traveled together to many of our local and national meetings. Our wives would on these occasions get together for ladies' talk, while Jimmy and I would discuss turf and association business. Ironically one of Jimmy's pet subjects was for the National Association to entertain the idea of a centrally located office in Kansas. Today this is a reality. I wonder what part Jimmy played in this idea coming to its present status.

Jimmy had the heart of a lion and the patience and compassion of a saint. Yes — we have lost a great turf warrior.

Death we all recognize is a certainty, the only uncertainty is the time and place. Jimmy, God rest his soul, passed away doing what he knew and loved best, growing turf and keeping a nice golf course.

May I say — to Ruth, Jimmy's lovely and devoted wife, you have our deepest sympathy. Take care of yourself, God bless you. We have you both in our prayers.

TOM DOERER, JR.

Job Wanted

Asst. Supt. Seeking Mid-Atlantic Employment

Michael T. Hess, Hemlock Farms, Lord's Valley, Box 1000
Hawley, Pa. 18428

Age 21

Experience: Asst. to Harold Drennen, Buckhill Inn, Canadensis, Pa.

Not subject to draft

Two Year Turf Course Penn. State

LIME —

Ageless Aid To Turf

The following article provides us with information from a turf course at Rutgers University back in 1947. Asst. Prof. T. C. Longnecker presented to his class a paper titled "The Role of Lime in Turf Management", which included all the up to date knowledge of the benefits of lime on turf grasses. This paper, condensed here, shows us how the values of lime are unchanging through the years.

Angelo Cammarota submitted this 26 year old publication from his back files of school papers. You will all see that this paper can easily be presented, unchanged, for valuable information at any turf meeting today.

The term lime, as it is generally defined, includes all compounds of calcium and magnesium employed in a practical way to correct the effects of an overly acid soil. It should be noted that magnesium as well as calcium compounds are considered liming materials, and that the purpose of applying lime is to correct the effect of soil acidity and not simply to raise the pH. The soil pH usually rises following applications of lime but this is of secondary importance.

The role of lime is two fold in its effect on soil and plant growth relationship. First of all lime has many direct effects upon the soil both chemically and physically and these changes affect plant growth. Secondly, both calcium and magnesium are essential plant nutrients and have an extremely important role to play after being absorbed into the plant tissues.

Since the first effect of a lime application is upon the soil itself, first consideration should be given to the role it plays in making the soil a more favorable medium for grass growth. Magnesium lime and calcium lime are, for the most part, equivalent in their effects upon the soil. These effects can be listed as follows:

1. Promotes more desirable granular soil structures.
2. Soluble iron, aluminum, and manganese are tied up in an insoluble form.
3. More phosphorus and potassium are made available for plant growth.
4. Favors activity of micro-organisms (decomposition, ammonification, nitrification, nitrogen fixation).
5. Raises the soil pH.

Soil structure is extremely important in the growth of all plants but it is particularly important on turfed areas. A soil which has a granular structure is more permeable to water and has better drainage and aeration. In the heavier soils such as loams and clay loams there is always a tendency for the fine particles to become too closely associated which results in compaction with inadequate drainage and aeration. This compaction is more apt to develop on strongly acid soils and the application of lime encourages granulation by causing the fine particles to collect together and function as larger particles. It should be pointed out, however, that lime alone is not a cure for compacted greens.

In making the soil more permeable to water lime plays an important role in the water relationship of turf plants. An extremely large proportion of rainfall both natural and