



MID-ATLANTIC News Letter



Published by
Mid-Atlantic Association of Golf Course Superintendents to aid in the Advancement of the
Golf Course Superintendent through Education and Merit

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The Poor Neglected Golf Course Employee

The end of the summer is a prime time to re-evaluate your employee benefits and working conditions. Bringing about effective changes within your operation results from observation of your labor productivity, working conditions, regulations, and compensation. Compare the club benefits to what the club house employees receive as compared to your grounds crew. Ever notice how few of the benefits are applicable to the grounds crew? The meals and uniforms, 15 minute breaks, etc; are rarely part of the ground crew benefits. An exception to this would be uniforms, as they are rapidly becoming more prominent.

You are the supervisor. You and only you can provide improved working conditions for your men. Certainly no one else will investigate a change or improvement, especially if more money spent is a result of a proposed change. You, as supervisor, may reward a subordinate, or fail to; give understanding, or fail to; promise security, or instill fear; recommend pay increases, or fail to; provide a good working environment, or not; give a man hope, or kill it.

The God-like power any supervisor or manager has over the life of a subordinate is awesome. Strive for improvements for the 1975 budget and you will be rewarded by a better qualified work force.

The following table was developed by the authors of improving individual productivity, published by the American Management Association. It reveals the gap between what workers really want and what supervisors think they want.

Job Conditions	Worker Rating	Supervisor Rating
Appreciation for good work.	1	8
Feeling "in" on things.	2	10
Help with personal problems.	3	9
Job security.	4	2
Good wages.	5	1
Work that keeps you interested.	6	5
Possibilities for promotion.	7	3
Personal loyalty to workers.	8	6
Good working conditions.	9	4
Tactful discipline.	10	7

I don't know what cross section of labor forces this test was administered to but I think you would find much of the above would apply to our work forces. Try this test on your employees on some rainy day.

Explosion Hazard: A Charging Battery

Auto and tractor batteries, while they are being re-charged, can explode. These explosions can shower you with the acid from the battery, so you should use caution around them.

Bob Durland, South Dakota State University extension agricultural engineer, says the act of charging a battery generates hydrogen gas in the battery. The proper mixture of hydrogen and oxygen is, of course, explosive. You all probably know this; but what you may not know is how little hydrogen this takes. Durland says as little as 4 percent hydrogen in the air is all that is needed to form an explosive mixture. Explosions of this gas mixture can shatter the battery case and send pieces of shrapnel through the air along with the acid that was inside the battery.

It is very important to keep ignition sources away from batteries while charging them. Obviously, do not smoke. But also be careful of sparks from connecting or removing terminal cables, Durland says.

Here are the procedures that Durland recommends you follow to minimize the risk of sparks that might set off an explosion:

When "boosting" a battery remove the cell caps from both batteries. Connect the positive (+) terminals of the two batteries first, making the first terminal connection to the live battery. Then make the negative (-) connection to the live battery. This next point is where mistakes are made. Don't connect the negative cable to the negative terminal of the dead battery. Instead, connect it to the frame, bumper, engine block, or some other good grounding spot away from the battery so that if a spark does occur it will not be near the battery (the area of the emitted gas).

When charging a battery remove the cell caps. Connect the charger to the terminals of the battery (positive to positive, negative to negative) before you plug the charger into the electrical outlet. When disconnecting the charger, reverse the procedure. Unplug the charger first, then disconnect the terminal connections.

The Green Breeze Newsletter
Greater Cincinnati G.C.S.A.



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How to Become a Shutterbug

A camera in the hands of a superintendent becomes a vital tool of turf management. Your results become valuable permanent records which will serve you through out all your years on the golf course.

The camera reproduces an image of anything we see, quickly, effortlessly, and with today's cameras, automatically. Quickly if you use a Polaroid, effortlessly if you habitually carry your camera in your maintenance vehicle, and automatically is self explanatory with today's cameras; even a child can pop a film cartridge in a camera and produce acceptable results.

The cameras formost value to the superintendent is a visual record of his golf course activities. Pictures should be taken through the seasons, of all maintenance operations, renovation projects, irrigation and drainage installation, landscaping, new construction projects, and virtually anything you preform, or supervise the performance of, for your country club and golf course. The full value of the visual records can only be compared to how frequently the camera is utilized. The more pictures you have the more valuable they will become to you in the following years.

One of the best uses I've had for slides is to educate new committee members, chairman, or club officials. They change each year or two so this becomes a never ending process of education. What better way is there to show new members the evolution of their golf course?

Editors Note

Dr. Douglas Hawes corrected me at the meeting on the statement I made in last month's newsletter month's newsletter pertaining to the turf textbook he was currently writing. His text is to be a 30 page grass identification manual of the State of Maryland and not a whole textbook. Needless to say he was quite surprised to read of his impending book! Fortunately I had Dr. Hawes as my turf instructor at the University of Maryland and he knows I am prone to mistakes.

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They will immediately appreciate your job difficulties and quickly learn the huge scope of your total operations after viewing their golf course through your slides. They see the course through "Your eyes" and not those of the golfer.

Another good use of pictures is to include them where possible within any report you submit to committee or club officials. "A picture is worth a thousand words." Trite but meaningful. As you well know few people will take the time to digest a written report, read it yes, comprehend it, no. The use of supplementary pictures with any report is always of value to the reader. Human nature is such that all of us prefer looking at a picture instead of reading. Especially if the picture would save some effort and time for the reader. A second advantage is that pictures included within a report illustrate a greater degree of concern on your part to submit a useful and valuable report.

Other valuable pictures we should have of our golf course are listed below. The pictures you take can become a life long record of your accomplishments which would be identified with you and your abilities.

1. Picture of before, after, and during any new project of alteration of the course or club grounds.
2. Picture any underground installation of irrigation pipe, wires, drains, valves, (location of valves for winterizing system), septic tanks, etc.
3. Flooded or storm damaged areas; extremes in high and low pond levels. Plus one showing the pond at normal water level. (Members soon forget what happened yesterday).
4. Pictures of your equipment and maintance building for inventory purposes. To be kept at the club house or

home, and pictures of equipment in need of replacement.

5. Flower beds at peak season, and before and after creating beds. These pictures will help you plan for the following years.

6. Picture each hole, from tee to green, from green to tee, and again from the best overall vantage point of the hole. These pictures are of educational value and help you watch the course maturity. Supplement this file of pictures with an aerial view.

7. Picture your troublesome greens during summer stress on the same day for several consecutive years, and on the same day each week for one year or month. If these pictures are taken from exactly the same spot you can flip or "rifle" through them rapidly and see great changes. Pictures each week of one green work best.

8. Picture areas in need of renovation or improvement during the "areas" period of worst appearance. Use these slides in the fall to remind club officials of what has to be done to avoid a re-occurrence of a summer problem area.

9. Picture winter activities, justify your manpower.

10. Picture prominent members, committee members "doing what they were selected for on the committee." Also photograph the pro, manager, and of course all your men actively engaged in what they do best. These pictures are helpful not only as recorded history, but also as an occasional ego booster when you want to have them see themselves on film; for some reason they then think more of you and of themselves.

11. Pictures of your men at work are also very useful training aids on rainy days.

12. Photograph all vandalism. You will never again have to say "You should of seen" or "you should see."

13. Photograph any original ideas, inventions, or items of interest.

14. Picture other golf course areas that would be of possible help to your operation at some latter date; example: trap designs, shelters, maintenance buildings, fences, etc.

15. Take black and white pictures to accompany a written report.

16. Photograph diseases, weed problems, and insect or animal, lightning, machine damage.

17. Photograph landscaping projects. Don't be reluctant to photograph all plant injuries and note the injury so you won't have a "Tom Mascarro" picture to identify at some later date. Such injury could be chemical, gas, pollution, lightning, mechanical, fungus, insects, etc.

18. Try to take pictures of every maintenance operation; they may seem day to day operations to you but what's normal today might be old fashioned tomorrow. Just look back over the past ten years as evidence of this fact. Include yourself in pictures.

19. Photograph a few soil profiles of each green from a measured distance from two irrigation heads so that you can retake the same profile in years to come from exactly the same spot on the green.

The pictures you take can become a lifelong record of your accomplishments which would be identified with you and your abilities.

In next months newsletter, I'll expound a bit on how to take pictures, what cameras are good for golf course pictures, and various ways to simplify picture taking.

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Blacksburg V.I.P. Field Days

A couple years back I had the good fortune to attend my first V.I.P. field day turf demonstration in Blacksburg's beautiful Virginia countryside. Mary Lou was able to pawn off our dog on the neighbors and accompany me so we took off an extra day to enable us a leisurely trip through the surrounding West Virginia mountains. We even had time enough to seek out each of our childhood camp grounds which were only across a nearby mountain.

Through some inside information from Lee Dieter, we were advised to stay at the near by Mountain Lake Hotel, located on a "Hill Top" near Blacksburg. "They often held the banquet dinner that followed the field days and golf tournament at this hotel and it was the most popular stop over in the area," said Lee. I thought we would never get to the top of that dark, narrow winding road. After endless vertical turning we finally came to the large spacious field stone resort, Mountain Lake Hotel, all by itself on the top of the mountain. The fresh cool mountain air was exhilarating. We spent the remainder of the evening sitting outside our room on old wicker rocking chairs, enjoying the mountain atmosphere.

As the fog lifted in the early morning hours we finally were able to see the huge lake out the back door of the hotel. Deep blue and sparkling clear spring water covered several acres surrounded by mountains and clear air; and only yesterday I was enduring the end of summers heat and humidity that still plagued my golf course. It was difficult to leave and get off to an early start to the field days, but early we left with note pads, cameral, and an eager anticipation of what V.I.P. had to offer.

The plots were well spread out, featuring every kind of grass variety except bamboo. Unlike the U.S.D.A. Beltsville field day, several instructors guided small groups through all the different turf plots at different times during the day. No megaphone was necessary and questions were easy to ask of the guide. The bent and bluegrasses were under extensive tests of fertility levels, heights of cut, herbicide and fungicide treatments, and

combinations of the above. In other areas glass sided cold frames showed studies in root development and chemical effects on roots. Another area was tree shaded and offered good testing grounds for shade tolerance of various grass species. Near by was an equipment display of equipment they use on their plots and a much larger display of commercial turf equipment was also on hand, with representatives of several major Virginia turf equipment dealers.

That afternoon we witnessed a unique demonstration of fertilizer application through the use of a helicopter. The helicopter carried what resembled a funneled "lilly"



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like hopper suspended under the runners on long ropes. It didn't take the pilot long to fertilize an acre of land-he was done in three minutes!

As the day neared to its end we returned to the hotel and made for the lake as quickly as possible to take advantage of the remaining afternoon sun. Row boats were available for rent. I quickly put claim to the boat with the least amount of water in it and sent Mary Lou after oars, which she eventually found were housed in the hotel and available for use when you paid for the rental. After this agonizing delay we finally got out on the lake and I spent the remaining hour of good sun skinny dipping. Across the lake Dave Fairbank, Sam Kessel, and Lee Dieter were fishing; and believe it or not we were the only two boats on the whole lake. The tourist season must end early on Mountain Lake.

Our day was capped off with a V.I.P. banquet dinner where I ran into Angelo Cammarota and Ed Dembnicki. Other Mid-Atlantic members present were Dick Hill, George Wingo, Junior Rutman, John Gross, Strict Newsom, Paul Spelman, Sheldon Betterly, and Parker Shirling.

The following day the turf plot tours continued with a afternoon conference held from 1:00 to 5:30 which featured VA. tech staff members. The combination of seeing the plots followed by oral and graphic presentations enabled all of us to comprehend the years of studies that have been conducted on the V.I.P. turf plots. Printed handouts accompanied several presentations followed up by a complete folder of all proceedings of the conference presentations.

A pre-field day golf tournament was held at Blacksburg Country Club a day prior to the Field days and will be repeated again this year for all participants of the Field Day.

Watch your mail for additional information on this years upcoming V.I.P. field days scheduled for Sept. 17, 18, 19; let's see if we can improve on our Mid-Atlantic attendance.

Reservations should be made if you plan on staying at the Mountain Lake Hotel. Telephone number is 703-626-7121. Other accommodations for lodging are available and located within Blacksburg Virginia. Contact John Shoulders or Dr. A.J. Powell at V.I.P. for further information if you don't get information in the mail.

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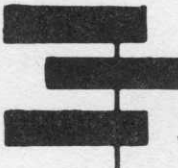
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Dates to Remember

September 9 Joint Philadelphia Meeting.
Kennett Square
Host: Paul Weldon, Jr.

September 17, 18, 19 V.I.P. Field Days, Turf Research
Center, Blacksburg, Virginia
(17th Golf Tournament)

October 8 Suburban Country Club Host:
Robert Miller

October 25 Ladies Night, Hunt Valley.
Plan for guests and baby sitter
early. Dinner and Dancing.

November 12 Laural Pines Country Club.
Host: Gilbert Shapiro

December 10 Eagles Nest Country Club.
Host: Bill Emerson
Annual Election Meeting.

February 16-21, 1974 GCSAA Conference and Show.
New Orleans.

The most interesting thing about any human being is the values by which he or she lives. Unfortunately, most of us never take the time to sit down and really think through the moral precepts that consciously or unconsciously guide our lives.

The following "daily dozen" constitute the personal creed of Robert Louis Stevenson.

1. Make up your mind to be happy. Learn to find pleasure in simple things.
2. Make the best of your circumstances. No one has everything, and everyone has something of sorrow intermingled with the gladness of life. The trick is to make the laughter outweigh the tears.
3. Don't take yourself too seriously. Don't think that somehow you should be protected from misfortunes that befall others.

4. You can't please everybody. Don't let criticism wrong you.
5. Don't let your neighbor set your standards. Be yourself.
6. Do the things you enjoy doing, but stay out of debt.
7. Don't borrow trouble. Imaginary things are harder to bear than actual ones.
8. Since haste poisons the soul, do not cherish enmities, grudges. Avoid people that make you unhappy.
9. Have many interests. If you can't travel, read about new places.
10. Don't hold postmortems. Don't spend your life brooding over sorrows and mistakes. Don't be one who never gets over things.
11. Do what you can for those less fortunate than yourself.
12. Keep busy at something. A very busy person never has time to be unhappy.

A decision goes through a life cycle, from infancy to maturity to old age. If you make the decision during its infancy, you don't have enough facts. If you wait until it is senile, you have no effect on the outcome. How do you know when a decision is ripe??? How can you tell when an apple is ripe??? You pick it, and learn; you have to practice decision making like any other activity.

Beaver Creek

Bert Yingling's meeting brought about one of the largest turnouts ever seen at our monthly meeting. We definitely had the largest turnout for golf—some 53 played; more than we ever had even for our annual golf tournament.

The educational session was different this month. Our president, Paul Barefoot, introduced an open discussion on "any matter related to turf management practices—and not related to politics."

Bert Yingling started off the discussion with describing his maintenance practices with chemicals. Interesting to find out, Bert has no crabgrass problem on his greens because he applies chlordane at about four times the recommended rate for insects and thoroughly washes the material into the soil. Bert does this every other year in the spring to greens only. Another interesting suggestion came from Bob Shields later on in the evening when he stated he was in the process of aerifying his greens while he still had summer help on hand. This gets the job done quickly and certainly well before the busy leaf removal season of the fall.

A discussion on disease control brought out the fact that many of us were hit hard with chemical resistant varieties of dollar spot this spring. In the past few years, this has not been a re-occurring problem. George Thompson noted that his combined use of Daconil and 1991 has kept dollar spot off his greens for the past five years.

Dr. Hall mentioned we are to have a GCSAA pesticide seminar in Baltimore this November. Keep a watch out for additional information from GCSAA.

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NOTE: Meeting *not* at Aronamick and *not* on 2nd
Tuesday as was noted in past months newsletter.



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