



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 28 Issue 5

Founded ~ April 11, 1939

August 2021

September Meeting

Foxchase Golf Club

300 Stevens Road
Stevens, PA 17578

www.foxchasegolf.com

Hosts -

Dave Mentz, Superintendent
Steve Graybill, Owner

Wednesday, September 8, 2021

Registration - 11:30 AM

Range/Boxed Lunch - 11:45 AM

Golf - 12:30 PM Shotgun

Hors d'oeuvres/Cash Bar - Following Golf

September Course Profile

Foxchase Golf Club opened its doors in 1991 as a public golf course welcoming players from near and far. This scenic course quickly became the backdrop to wedding venue and event space in historic Lancaster County, PA.

For more than 25 years, their challenging golf course, picturesque indoor and outdoor wedding venue and event spaces, two seasonal restaurants, and exceptional staff, continue to provide memorable experiences for all who visit.

Located on a beautifully repurposed dairy farm in Stevens, Pennsylvania, Foxchase Golf Club offers a 18 hole public course with a private club atmosphere. Enjoy a round with friends or host a full service outing utilizing our event spaces for your business or organization.

Foxchase also offers Club Repair, a Foot Golf Cornmaze, Fling Golf and an Indoor Golf Simulator.



PENN STATE TURFGRASS NEWS

Golf Fundraiser and Job Fair

Watschke Scholarship Tournament

In partnership with the Pennsylvania Turfgrass Council, Penn State is hosting a fundraiser golf tournament to support the Watschke Scholarship started by his family that will be awarded annually to a Bachelor of Science student in Turfgrass Science.



Watschke Scholarship Tournament

Penn State Blue Course

Wednesday, October 13, 2021

Registration & Lunch: 11:00AM - 12:30PM

Shotgun Scramble: 12:30PM

19th Hole Mixer and Awards Following Golf

Registration deadline is September 17th

Turfgrass Job Fair

Finding employees is currently one of the most difficult aspects for turfgrass managers. This year, Penn State is hosting a Job Fair in October on the Penn State campus. All interested in finding a position in the turfgrass industry are encouraged to attend.

Penn State Turfgrass Job Fair

Hetzel Student Union (HUB)

Thursday, October 14, 2021

10:00AM - 2:00PM

Featured Presentations/Events

What Professional Associations Have to Offer

Turfgrass Managers Panel Discussion

Resume review

Mock Interviews

2021 PSU Golf Turf Conference Cancelled

Due to the continued closure of the Nittany Lion Inn at Penn State, the Golf Turf Conference will once again be cancelled for 2021. We are working with local venues to ensure that the event will take place next year so save the date!

Golf Turf Conference

November 15-17, 2022

We hope that the addition of the Watschke Scholarship Tournament and an earlier and larger Turfgrass Job Fair will be an exciting alternative to another disappointing cancellation of the conference.

Critical Jobs are Going Unfilled

5 Things Workers Want from Employers Now

Opinion by Rosabeth Moss Kanter for [CNN Business Perspectives](#)
Updated 1:03 PM ET, Wed July 28, 2021

As the economy continues to reopen, labor market turbulence is on the rise. Workers are leaving their jobs in favor of new careers or locations, and some aren't going back to work at all, leaving critical jobs unfilled.

To deal with labor shortages, employers must go beyond the basics of pay and benefits. Money is important, but it's just a starting point. Many companies are already offering employees \$15 an hour even without legislative mandates. At higher salary levels, offers for sought-after professionals are met with counter-offers, and people are likely to hold out for more than just the paycheck. Winning the competition for talent will be a matter of company culture and quality of life.

Here are 5 important factors employers should be thinking about:

- **Flexibility and choice**

Working remotely gave many employees a taste for the joys of autonomy and control; they don't want to be stuck in rigid structures.

Although employers are considering a wide range of options — e.g., staggered schedules in which only part of the workforce is in the office at any one time, or giving everyone the same Wednesday off — what people really want is the chance to make choices. Keep in mind that a major motivator is self-determination. When people are trusted to work it out, they are more productive and innovative.

For this reason, a company might want to customize the perks it is offering new employees, or allow them to decide whether they'd like to work remotely or in the office.

Flexibility on a daily basis is important too, such as flexible start and stop times, enticing reluctant workers worried about traffic congestion or their children's school schedules.

- **Opportunity**

People in every industry are looking at jobs where there is potential to advance. For instance, a bartender might be able to showcase his people skills to try for a job as a bank teller because it promises career growth.

To attract and retain the best people, companies must enrich jobs with opportunities for learning and skill development, allow employees to have a say in big decisions, open up clogged career paths, and promote people faster. A rising professional I know at a health care company in the South loved her job and her boss, but was about to leave because she didn't see that she'd have any upward movement in the current hierarchy. The company responded by making her more of a peer to her boss, adding responsibilities and a better title, with more voice in decisions.

- **Camaraderie and belonging**

Leaders must never underestimate the power of human connections. One lure of a job is the feeling of community, from compatible co-workers who enjoy being together to bosses with empathy who bother to know the names of employees' partners and children. Frequent recognition celebrations that applaud employees for their accomplishments, family picnics, treats such as ice cream deliveries on a hot day, employee art exhibits or lunchtime concerts where employees can show off their musical talents are signs of a caring culture that recognizes people's individuality.

- **Causes and values**

Employers who want to attract and retain workers should give people a chance to act on their values and advance causes they care about.

Employees at Bain & Company, for instance, can volunteer to tutor at schools, serve meals

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at homeless shelters, and work in teams to offer consulting advice to nonprofits around the world.

Surveys consistently show that Millennials want to work for companies that make a positive difference in the world (e.g., on climate change or reducing economic disparities). Denny's recently sent food trucks around the country to bring free meals to homeless veterans. Cook Medical, a device manufacturer, recently announced plans to build a grocery store in an underserved, relatively isolated neighborhood in Indianapolis — a food desert far from super markets.

Enabling people to act on their values on the job helps attract and retain them.

• **Improving the rest of life**

Although not all employers can provide on-site child care or company buses for getting to and from work, some are attracting workers by acknowledging their constraints. Some McDonald's franchises are offering emergency child care benefits, for example. Smaller businesses can collaborate to offer these types of amenities together — all the restaurants in an area contributing to a child care space, for instance, or the neighborhood business association sponsoring ride-sharing services. Potential employees notice these signs that their needs are being acknowledged and met.

Competition for talent will continue to require strategies beyond the paycheck. Rising expectations about the culture of work are unlikely to change even when labor shortages ease. The return on these people investments will come from greater loyalty and lower turnover costs, more and better ideas from workers who feel responsible for the fate of the enterprise, and communities that ensure that people can work without worrying about the rest of their lives.

Rosabeth Moss Kanter (@RosabethKanter) is the Arbuckle Professor at Harvard Business School and was Founding Chair and Director of the Harvard Advanced Leadership Initiative. Her most recent book is Think Outside the Building: How Advanced Leaders Can Change the World One Smart Innovation at a Time. (The opinions expressed in this commentary are her own.)

[Opinion: Critical jobs are going unfilled. 5 things workers want from employers now - CNN](#)

2021 Meeting Schedule

October 27
Bent Creek Country Club
DSL Award Presentation

Membership News

We would like to welcome the following individuals into our association.

Collin Berger Class C
 Assistant Superintendent, Lancaster Country Club

Alex Wager Class AF
 Marketing Specialist, Lebanon Turf

If you know of anyone who is interested in membership into the association, please have them contact Wanda at 717-279-0368 or cpgcsa@hotmail.com.

Please see a list of our Association Sponsors on Page 14. Please Support Them as they Support Us!

Membership information is also available on the Central Penn website at: www.cpgcsa.org



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Heat Illness in Golf Course Maintenance

Protect your crew members from the dangers of extreme heat. Learn about the four types of heat illness and how to prevent, recognize and treat them in your golf course operation.

August 23, 2021 | Golf Safety

This summer has been ... sweltering. And that means the job of golf course maintenance crews has been a whole lot more challenging. As a golf course superintendent, you have a legal and moral obligation to train your crew and to do your best to prevent your crew from experiencing heat-related illnesses. The following article will cover the types of heat illness, how to recognize the symptoms, and how to protect members of your crew from falling victim to heat illness.



Photos courtesy of Golf Safety

What is heat illness?

Heat illness occurs when the body is no longer able to dissipate heat effectively. In other words, sweat is no longer able to assist in cooling the body down, and a person's temperature will continue to rise. There are four types of heat illness, and symptoms can vary from mild discomfort to life-threatening symptoms. As is the case with all occupational hazards, prevention is always the best measure of protection.

Heat illness is usually caused by hot weather, the effects of which can be amplified by strenuous physical activity. According to the Occupational Safety and Health Administration (OSHA), more than half of severe heat illness-related incidents in the workplace happen within the first few days of an employee entering a new physically demanding role. Allowing crew members the time and training to acclimatize will assist in preventing any illness caused by the transition into a new position or newly high temperatures. "Heat acclimatization" refers to the process of allowing the body time to get used to high-heat conditions.

Acclimatization

- A Physical Change That Allows The Body To Build Tolerance To Working In The Heat
- It Occurs By Gradually Increasing Workloads Over Time
- Full Acclimatization May Take Up To 14 Days Or Longer Depending On Factors Relating To The Individual

Types of heat illness

Heat illness symptoms vary, indicating a differing degree of severity in the individual's exposure to high temperatures. It is important to note that some of these symptoms are nonspecific, so a crew member does not need to be showing all of them to be considered a victim of heat stress.

- **Heatstroke**
Heatstroke is the most severe heat-related illness. Its symptoms include confusion, slurred speech, unconsciousness, seizures, heavy sweating or hot, dry skin, a very high body temperature, and a rapid heart rate. If anyone on your golf course experiences heatstroke, call 911 immediately and then attempt to bring their temperature down. We'll talk more about how to cool a person down in a bit.

Heat Stroke Occurs When The Cooling System Which Is Controlled By The Brain Fails And The Body's Temperature Rises So High That It Can Damage The Brain And Other Internal Organs

The Key Difference Between Heat Exhaustion And Heat Stroke Is The Presence Of Changes In The Victim's Mental State

You Can Expect The Victim's Skin To Be Moist And Clammy For Heat Exhaustion And Dry And Hot With Heat Stroke

- **Heat exhaustion**
Heat exhaustion is a dangerous form of heat illness, and if unmonitored or mistreated, it can progress to heatstroke. You must monitor and treat anyone experiencing heat exhaustion while waiting for professional medical assistance to arrive. Symptoms may include fatigue, irritability, thirst, nausea or vomiting, dizziness or lightheadedness, heavy sweating, elevated body temperature, or fast heart rate.

3. Heat rash

Heat rashes are among the easiest forms of heat illness to identify. However, the condition is still severe and requires immediate attention. Heat rash most commonly occurs on the upper chest, neck and skin folds. We strongly suggest showing your crew an image of heat rash, as it will be visually noticeable on the body but may appear in areas hidden by clothing.

4. Heat cramps

Heat cramps are often misdiagnosed as muscle cramps and occur in the torso, arms and legs. Heat cramps indicate acute dehydration, which you must treat immediately to avoid permanent muscular or neurological damage.

Identifying high-risk crew members

As humans, our health and subsequent needs vary. You must identify any crew members who may be more susceptible to heat illnesses. All crew members must attend safety training for heat illness prevention. However, crew members who have a higher risk of falling ill will require special attention. These crew members must pay extra attention to symptoms of heat illness and maintain their hydration at all times.

Crew members who are at higher risk may be affected by one or more of the following conditions:

- Lower level of physical fitness
- Heart conditions
- High blood pressure
- Heart disease
- Diabetes
- Obesity



In addition, crew members may be at a higher risk if they are on medication that affects hydration levels or conceals the symptoms of heat illness.

Heat illness prevention methods for your golf course

Prevention is always better than a cure. It's at this time that we'd like to remind you of OSHA's three Ds: Document, document and document. That's right — you should have a written heat illness safety plan specific to your golf course.

Among many other things, your safety plan should include:

1. Documented heat illness safety training for all crew members.
2. Heat acclimatization practices for new crew members and all crew members in summer.
3. An adjusted work schedule to minimize the heaviest labor during the hottest part of the day.
4. Documentation of an increase in the use of shade canopies on machinery and encouragement of crew members to take more frequent breaks.
5. Documentation of providing cold water and electrolyte beverages to encourage your crew to stay hydrated throughout the day.



How to treat heat illness on the golf course

Every case of heat illness must be considered severe and treated accordingly. All crew members must be trained in heat illness symptoms so that the whole team can be alert. It is imperative to act fast and to attempt to cool the person down. If the symptoms of their heat illness remain severe, contact emergency services immediately.

Follow these steps to treat heat illness:

1. Take the person to a cooler or more shaded area, preferably in the AC.
2. Use active cooling techniques on the person, such as submerging them in a water or ice bath. You can also practice active cooling by removing the individual's outer layers of clothing; placing wet towels on their head, neck, lap and armpits; and using fans to keep air circulating.
3. Stay with the person and observe them, as symptoms of heat illness are known to worsen without warning and rapidly.
4. If the initial symptoms are severe, call 911 immediately. If they are less aggressive but do not diminish or start worsening during active cooling, call 911.

If the person begins to slur their speech, becomes confused or unconscious, or is new and has not yet undergone heat acclimatiza-

tion, call emergency services immediately. These are the situations in which fatalities are most likely to occur. If you'd like detailed and specific training on these circumstances, you can find it in Golf Safety's extensive [library of safety training videos](#).

A note about calling 911

There is almost always a moment in an emergency situation where you ask yourself, "Is this important enough to call 911?" And then a moment when you think, "Maybe, but maybe not." This is the time to call 911. If you're having difficulty making the decision, call now. Remember: It's not up to the victim to decide; it's your responsibility as a manager.

Maintaining a safety plan takes a lot of time and effort, but you don't have to do it alone. Golf Safety creates custom employee health and safety programs that include specific safety rules and policies suited to your golf course. Golf Safety provides you with a safety program you can have confidence in. [Schedule a demo](#) if you'd like to find out more about our custom safety plans and safety training.

Editor's note: This article was supplied by Golf Safety. All product claims, research cited and other information is directly from the company.

[Heat illness in golf course maintenance - GCMOnline.com](#)

The Professional Grounds Management Society (PGMS)

will be holding a group outing on the morning of Wednesday, September 8 at FirstEnergy Stadium in Reading, PA. Some education followed by a Reading Phils game at 11:00a. PGMS is inviting anyone in the green industry to join them.



Bluegrass, Buffet and Baseball 2021

8:30a – 9:00a

Meet at the Pool Pavilion

9:00a - 9:30a

“Tips for Using Battery Powered Backpack Sprayers”
Tanner Delvalle, Penn State Extension

9:30a -10:00a

“Controlling Difficult Turf Weeds”
Tanner Delvalle, Penn State Extension

10:00a – 10:30a

Sponsor presentation and pesticide credits awarded

10:30a

All you can eat buffet

11:00a

RPhils vs. New Hampshire Fisher Cats (Blue Jays)

Postgame: Join the grounds crew on the field as they perform postgame repairs.



\$30 per ticket includes presentations, buffet lunch and a ticket to the game (Cash bar)

Purchase tickets at: <https://www.fevo.com/edp/Reading-Fightin-Phils-vs-New-Hampshire-Fisher-Cats-d8TRnwnN>



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Federal Unemployment Benefits Ending September 4, 2021

Federal unemployment benefit programs that began under the federal CARES Act, including Pandemic Emergency Unemployment Compensation (PEUC), Pandemic Unemployment Assistance (PUA), and Federal Pandemic Unemployment Compensation (FPUC), will end September 4, 2021.

- **Pandemic Emergency Unemployment Compensation (PEUC)**
 - * PEUC provided additional weeks to individuals enrolled in the Unemployment Compensation (UC) program. When PEUC ends, UC will revert to providing up to 26 weeks of unemployment benefits to eligible individuals. Individuals who have exhausted their 26 weeks of UC benefits will cease to receive benefit payments for weeks of unemployment after September 4 under that claim.
 - * Individuals who remained on PEUC due to the Weekly Benefit Amount being at least \$25 more than an eligible UC claim filed, should continue to file for weekly benefits since you will return to that eligible UC claim effective with the week ending September 11.
- **Pandemic Unemployment Assistance (PUA)**
 - * PUA provides unemployment benefits to individuals who are not typically eligible for UC, such as gig workers and self-employed individuals. Individuals on the PUA program will cease to receive payments for weeks of unemployment after September 4 unless they become eligible for a traditional UC program.
- **Federal Pandemic Unemployment Compensation (FPUC)**
 - * FPUC provides an additional \$300 per week to individuals who are receiving at least \$1 in other unemployment program benefits. For weeks of unemployment after September 4, individuals will no longer receive the additional \$300 per week and solely receive the benefit payment they are eligible from a traditional UC program.



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NORTHEAST REGIONAL UPDATE

The Beasts in the Bunkers

August 06, 2021

Elliott Dowling, agronomist, Northeast Region

The season of sand wasps and cicada-killer wasps has returned. In the Northeast, these insects generally appear on golf courses from midsummer until early fall. The two wasps in question look menacing and some people cannot believe that they will not sting them. In the case of cicada-killer wasps, they look like they could pick up a rodent and fly away with it!



These wasps look much more dangerous to humans than they are. They are harmless and nonaggressive.

However, both cicada-killers and sand wasps are mild mannered and nonaggressive. They are focused on making underground burrows and filling them with as much food as possible. Why are they found in bunkers? These wasps target locations with loosely packed soils, in the sun, often under trees where their primary food source – cicadas – are found.

Leave them alone and they will do the same to you.

The principal question from golfers when these wasps emerge is “Can they hurt us?” While females have stingers which they use to paralyze their food, they are not aggressive and do not have nest protection instincts like honeybees. If they do not feel threatened, they will not attack. That is why you can play a bunker shot, or the maintenance team can rake bunkers, and the wasps will harmlessly fly around your ankles paying you no attention.

The other half of the population cannot harm us or anything else. Males do not have stingers. They might hover around your ankles out of curiosity, but they will not and cannot harm you. I know you probably won’t spend the time to identify whether a male or female is flying around your ankles, but I like the odds when 50% of a population cannot harm you and the other half doesn’t care about you.

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[The Beasts in the Bunkers \(usga.org\)](http://usga.org)

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Syngenta Business Institute 2021 Goes Virtual

Based on the positive feedback from the Syngenta Business InstituteSM (SBI) class of 2020 and with the health and safety of customers in mind, the SBI program will be hosted virtually for 2021. Syngenta has worked closely with the Wake Forest University School of Business to expand the program to offer 15 hours of virtual, higher-education sessions.

[Click here](#) to see what attendees had to say about the 2020 Virtual SBI Program.

The annual program will be hosted as three-hour daily sessions via Zoom **Dec. 6-10, 2021**, plus an additional networking session and roundtable discussion. The curriculum will cover:

- Work/life balance
- Negotiations
- Financial management
- Tools for managing employees
- Leading across cultures and generations

[APPLY NOW](#)

Applications are due Sept. 2, 2021.

To participate, accepted attendees must have access to Zoom meetings including proper video, chat capabilities and internet access during the designated session times. Applicants must be employed in the United States as a golf course superintendent, director of agronomy or at an equivalent level to be considered.

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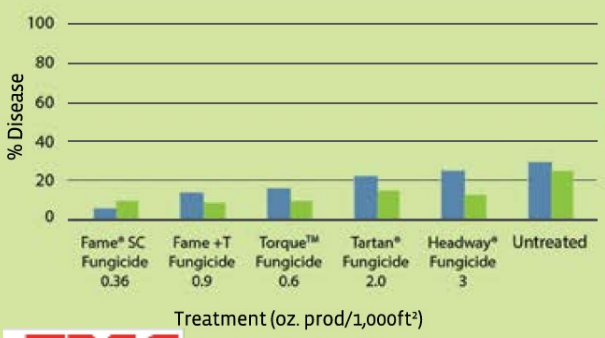
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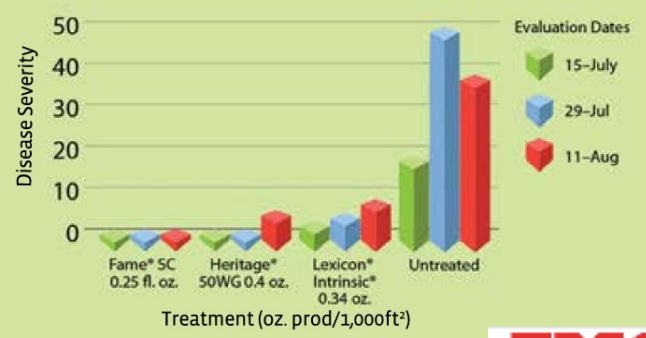
DISEASES CONTROLLED

- Brown Patch
- Fairy Ring
- Leaf Spot
- Necrotic Ring Spot
- Pink Patch
- Pythium Blight
- Pythium Root Dysfunction
- Pythium Root Rot
- Red Thread
- Rust
- Southern Blight
- Spring Dead Spot
- Summer Patch
- Take-All Patch
- Yellow Patch

Fairy Ring Control



Brown Patch Control in Tall Fescue



Source: Penn State University, 2016

Source: North Carolina State University, 2014



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- How to take advantage of your Masters admission benefit
- Term life insurance
- Retirement Resources

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GCSAA ASSOCIATION HEALTH PROGRAM

GCSAA has partnered with Association Health Programs (AHP), an insurance broker who specializes in unique and cost-effective association insurance solutions, to offer our members quality and customized health care options.

The creation of a program was based on members feedback. Now, as part of a large pool of national associations, all GCSAA members (excluding Friends) will have access to this program. In addition to health insurance, members have access to other related types of insurance, including dental and vision, disability, life, accident, long-term care, and Medicare supplements.

To begin the inquiry process

You will be required to complete the online census form to determine your eligibility. This form will provide AHP the necessary information to be able to advise you. AHP will only respond to GCSAA members.

Begin the inquiry »

If you have any issues, please call AHP at 888-450-3040, but only GCSAA members can inquire about available products.

<https://www.gcsaa.org/about-gcsaa/membership/membership-benefits/health-insurance>



MID-ATLANTIC

This region includes Pennsylvania, West Virginia, Delaware, Maryland and Virginia.



KATRIN WOLFE

Mid-Atlantic regional representative

Before joining the GCSAA staff, Katrin was associate athletic director for East Stroudsburg (Pa.) University and a collegiate golfer on the Penn State women's team. She resides in East Stroudsburg, Pa.

Tel. 800-472-7878, ext. 3609.

Follow Katrin's Regional Updates

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MET Team Championship and Nor'easter Ski Day

October 12, 2021

Saratoga National in NY for the MET Team Championship

February 24, 2022

Killington Ski Resort in VT for the Nor'easter Ski Day



The Green Sheet

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