man, therefore, I cannot use men who have

to be told to work. Workers who bear

watching are not the ones for this job. I

pay them decent wages and give them the

best of treatment.

"It is essential that the greenkeeper be

in sole control and give orders to his men

individually. During the hot summer days

I do not force my men to work under a

blazing sun, because they can work in the

cool of the morning and evening.

"I have 6 greensmen; to each I have

assigned three greens. Each one is re-

sponsible for his greens and traps that are

about. Each man must know how to regu-

late the hand mower and he alone must

mow these greens and water them when

necessary. Then I have laborers who work

on the fairways, patching divots, raking

traps and doing odd jobs on the course.

Up Early, Thinking

"From April to October, I believe that

it is necessary that the greenkeeper be

up and about very early in the morning to

detect any symptom of disease that the

greens are subjected to, so that he may

take the proper precaution. Also, to in-

struct his men to mow the greens ac-

cording to temperature and state of the

grass. There are days when it would be

disastrous to the greens, if mowed, be-

cause of the delicate condition of the grass

and weather conditions. Even during tour-

nament's I forbid my men to mow greens

if conditions are not satisfactory.

"Among the members there are those

who prefer the greens fast while others

want them slow. This places the green-

keeper in an unpleasant position, but I gen-

erally use my own judgment because I

know I please most of them by keeping

the grass as I see fit so that they may

enjoy it longer.

"I consider greenkeeping one of the best

and most interesting of professions. In

summer the keeper's job is not very pleas-

ant, with all the responsibilities attached

to it, but when in winter he isn't bound by

so many duties and can take the pleasures

that have been denied him in summer. I

always keep in mind that the green-chair-

man and club officials share the praise

with me, if the course is in perfect con-

dition, but if it is not, the blame will be all

mine, as it should be, because I am paid

for doing the work. That is the reason

that I take the suggestions of the chair-

man in the spirit in which they are given

only. But, I believe that the ones who

should take orders literally are the greens-

men from the greenkeeper.

"In summer my duties are many, as this

is one of the largest summer resorts on

the coast. The recreation grounds cover

an area of 108 acres. The beach is one

mile long and on it are hundreds of Ca-

banas. We have also magnificent gar-

dens and seven tennis courts. All work

must be done in morning, because the offi-

cials are most anxious to have the mem-

bers enjoy the club's facilities to the ut-

most degree."

Building Insulation Material
Used for Tee

A NEW TYPE of tee has been designed

by Chris Larsen, of Rawlins, Wyo.,

especially for golf courses which have dif-

ficulty maintaining grass tees.

The tee consists of 24 pieces of half-inch

Masonite wood-fiber insulation board each

4 ft. long and 6 in. wide and two pieces of

¾ in. lumber of the same size. The insu-

lation boards are placed surface to surface

between the two pieces of lumber to form

a platform 6 ins. deep, 4 ft. long and ap-

proximately 2 ft. wide, and are held to-

together compactly by long bolts extending

through the 26 pieces. The tee is sunk so

that the top is level with the ground and

the boards are pointed in the direction of

flight.

To tee up the golfer simply inserts a tee

in the edge of the insulation board. Be-

cause of the construction of the wood

fibers in the insulation board, the holes

tend to heal themselves. However, when

the tee becomes worn, it can be turned

over and used on the other side. When

both sides are worn, all that is necessary

is to saw off an inch or so of the top sur-

face to put the tee into service again.

The cost is less than $3.00.