

No member of the Association should confer or correspond with the officers or members of another manager's club, concerning its conduct, operation, or management, except with the permission and co-operation of the manager of that club.

The Association is definitely opposed to indiscriminate solicitations by personnel agencies and placement bureaus of clubs employing managers, whose services are proving satisfactory and where no indication has been given of termination of the connection by the manager or by the club itself. All such personnel agencies or placement bureaus should make inquiry of our Association as to whether or not the manager of a club which they wish to solicit is a member of our Association. We believe that such circularizing of clubs for the placement of managers is unethical and unfair to those employed in such positions.

Realizing, as we do, that we are the custodians of the health, well-being, happiness, and comfort of the members and guests of the clubs which we manage, and appreciating our responsibility, it should be our aim at all times to maintain our establishments so as to accomplish these ends.

No member of the Association should apply for the position occupied by any other member until he has proved to himself beyond any doubt that such manager has resigned his position or that the club has terminated his services.

We shall so conduct our affairs that we shall always maintain the confidence of those we meet in the various spheres of our activities.

We shall not make false and disparaging statements, either written or oral, or circulate harmful rumors respecting a member's character, with the intent of securing said member's position.

Whenever possible, all disputes and misunderstandings between managers should be submitted to a local chapter for arbitration.

We are opposed to the selection of managers or employees on the basis of religion or race.

The Golden Rule, "Do unto others as ye would that they do unto you," rightly interpreted, is the most complete of ethical standards.

them at joint conferences and at the national meetings of the various associations. As their liaison officials the associations have made the following appointments:

National Association of Greenkeepers—John MacGregor of Chicago Golf Club and Robert J. Hayes of Pelham C. C.

Professional Golfers' association—Charles Hall, Country Club of Birmingham, and Alex Pirie of Old Elm.

Club Managers' association—C. G. Holden of Olympia Fields and Henry Dutton of Boston City club to contact P. G. A., and Frank Murray of Ravisloe C. C. and Dutton to handle relations between the club managers' and greenkeepers' organizations.

Plans were made for the appointment of these representatives when the officials of the various associations of department heads gathered prior to the Club Managers' convention at Pittsburgh early this year. At the initial conference much was done to clear the road for mutual progress of the department heads and the clubs. It is expected that the new arrangement, permitting closer teamwork and understanding, will be of decided, specific benefit in the business operation of golf clubs.

"**B**USINESS is good and I am not cutting prices." Eddie Garre, pro at La Grange C. C. (Chicago district), is the gent who makes that statement.

Ed trades in old clubs for new sets and makes his members a good allowance, but one that leaves him plenty of leeway for a profit and the expense of disposing of the clubs that are taken in. He keeps banging away at the trade-in deal with letters to his members. He runs ads in the LaGrange papers about his bargains in pro-reconditioned clubs and unloads them fast to public course players, beginners and school kids.

The ball price-cutters are not bringing any gray hairs to Garre either. He keeps informing his members by letters, signs and word of mouth that if they want balls at three for a dollar, he will supply them at the shop and the balls will be a lot better than the false alarm bargains they might get trimmed for downtown. Garre says that some of the members at any club always are price buyers regardless of the times, and he always has found that to let them know that the pro has just what the customer wants at the price he wants to pay is a policy that pays.

Associations Name Liaison Officers

GREENKEEPERS, professionals and club managers have named members of their respective groups to represent