

members to take an interest in winter jobs for the club workers. At some of the best operated golf clubs officials and members make earnest, successful efforts to see that their club employees are given off-season jobs.

Greenkeepers who know the difficulty of recruiting and training a crew of expert workmen who know every blade of grass on the course, are so keenly conscious of their employees' living problem that in numerous instances they have voluntarily cut their own salaries in order to keep men at a labor cost within the barest budget required for good maintenance.

But the greenkeeper is faced by realities, not theories or philosophies, the survival of the fittest, or law of the jungle doctrines mournfully accepted as final by directors who conscientiously cope with the wage problem. The greenkeeper has to get the work done by good men.

As a matter of cold, accurate reporting GOLFDOM sets forth that the wage problem is one that is causing some drastic revisions of golf club operating and financing policies now.

Foresighted, competent greenkeepers who already have done much with the labor management and utilizations problems, figure that they still have plenty to worry about in progressing in this phase of course maintenance. Most of them believe that the monthly basis of pay is bound to come and a revision of labor management plans, to make use of rainy day hours, is going to have a decided effect in course maintenance of the future. The hour wage basis, they state, keeps men at home on rainy mornings and when the sun comes out around 10 A.M. with lots of rush work to be done, no one is on the job.

More extensive use of existing types of machinery, new inventions to displace manual labor, and more careful consideration of long-term equipment buying and amortizing practices are going to play a big part in the happy solution of a labor problem now disturbing club officials, greenkeepers and course employees.

#### Kirtland Upkeep Show Draws Big Cleveland Attendance

UNDER sponsorship of the Cleveland District Assn. of Greenkeepers, a most successful and well attended golf course maintenance demonstration was held May 4 at Kirtland CC, Willoughby,

O. Ben Zink, president of the local greenkeepers and superintendent at Kirtland, acted as host.

All makes of tractors and mowers were on display and were given a working test while the assembled greensmen, augmented by a number of green-chairmen and estate superintendents, looked on. Highlight was the introduction of rubber tires on fairway mowers.

Zink, in addition to his duties as host, had several examples of his own handiwork on display, including a power green mower with a third wheel to take the weight off the operator's hands and arms, and a vacuum-cleaner device, still under construction, for removing bugs from greens.

Greenkeeper team matches are scheduled for June 1 at Portage CC, Akron, in which teams from Cleveland, Columbus, Akron, Cincinnati, Toledo and Pittsburgh districts are expected to compete.

#### St. Paul Legion 40&8-ers All Set for Sixth Annual Junior Meet

SIXTH annual Junior Golf tournament of the American Legion 40-and-8 outfit will be played at Highland Park, St. Paul, June 29, 30 and July 1. Voiture 39 of St. Paul originated the event and Kief Vaux of that outfit has religiously ballyhooed it as a premier golf tournament for kids, until this year the tournament is taking the aspect of a national boys' championship.

Several voitures in Eastern states have signified their intention of sending kids to the tourney. Many pros with likely boy champions are 40-and-8ers and are grooming their charges for the St. Paul engagement.

Legionnaire George Jacobus has given the kid event the paternal benediction of the PGA.

The boys are handled on an army camp basis while in St. Paul with all regulations, including medical inspection, being followed just like the kid tournament sponsors had to do themselves some years back, whether they liked it or not.

This event is conducted and supervised in a way that has won the enthusiastic endorsement of the juvenile contestants' parents.

All pros who are legionnaires are requested to get the dope on this tournament from A. J. Fandel, Hamm Bldg., St. Paul, and co-operate in making this golf event one of the same class as the Legion's national junior baseball championship.