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O. J. Noer, Sewerage Commission; and Prof. Maylor, U. of Chicago. Further information on this conference may be obtained by writing either Gerald Dearie, Edgewater GC, Chicago; Ray Didier, Tam O'Shanter CC, Norwood Park, Ill.; or Harold Clemens, Sunset Ridge CC, Northbrook, Ill.

Course Labor Likely to Be 1941 Headache

By C. K. BRADLEY

LABOR turnover of course crews has been as high as 70% during the past 12 months at clubs where the general revival of business has renewed factory employment. This spring, with activity in war material manufacturing and the draft reducing available labor supply, golf clubs may expect a fairly serious labor problem.

Younger greensmen who went into new fields of work when they were laid off by their clubs last fall won't be back. Whether they'll ever come back to golf course work after learning a more profitable trade is questionable. The seasonal character of golf club work doesn't make it especially attractive.

Maintenance methods and conditions have changed since the first World War and course upkeep standards have been raised. Immigrant labor of the type accustomed to hard manual labor outdoors no longer can be secured. That's offset by the mechanization of much maintenance work.

Prevailing methods and requirements in golf course work necessitate more than merely a man who can rake or push a mower. Incidentally, very few club members appreciate that good greens mowing is one of the humbler fine arts and can't be mastered by everyone with brawn enough to shove a mower. Course work in 1941 more than ever before will call for intelligence, aptitude, physical fitness and versatility.

Training New Men

In considering the problem of training new men, most course superintendents indicate a preference of group training to general maintenance routine, instead of the old method "watch, learn, and pick up" for the first season. Superintendents plan to demonstrate each work method before the entire crew. Each man is to be

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put through the paces. Older employees who developed erratic habits, and made changes in previous season's recommended practices, will be "refreshed," while the new men are given the right start.

As with factory training, job fundamentals and work tie-ins are first explained. The course layout, landmarks, work sections, course playing units such as tees, greens, the right, left, back and front of a hole as it is played, courtesy to players, a brief explanation of the game, are some primary points to be taught.

Simple jobs such as poling greens and raking traps are the first in learning order; then "upgrading" to the more responsible details of turf care. An important item is instruction on purpose, care and operation of all equipment. Machinery lubrication being vital, one superintendent personally marks these points with a dab of red paint on each unit. A chart for each machine, and a lubrication grade sheet is further insurance against possible mid-season breakdowns.

Personal contacts and interest in all workmen, is essential to the superintendent on behalf of his club and course. Questions must be answered for new

men. Frequent daily coaching and check-ups, and marking record slips of the day, help fit the men to the job. Courses that have kept records of past seasons will find them valuable aids in revising maintenance plans; also in appraising the performance of new employees. When normal season routine work begins, each man should know the other's work. This is better learned by teaming up new men with experienced regulars, and shifting them to various course sections.

Those clubs keeping modern equipment, and keeping it in good condition, have less to worry about as regards labor turnover, or training. Also, this holds true where high turf care standards have been maintained. Wage increases, beginning with the superintendent and continuing all down the line must be expected and met. This may mean use of smaller crews—better trained, supplied and equipped.

In view of the foregoing, course buying needs are strong, in expectancy of price changes, shortages, and manufacturing delays. Where prices and deliveries were booked in advance, in past years, many today are subject to immediate or short-term acceptance.