

of keeping women happy, according to western operators.

13. Remember that most women have certain physical limitations when it comes to heavy work such as lifting. Arrange your work so that the remaining men in the organization handle those duties which are too hard for a woman.

14. If this is at all practical, pay women employees by check rather than in cash. A large concern that made a survey on this point found a majority of women preferred this method of payment and that they kept their finances in better order when checks were used.

### Ball Reconditioning Is Exacting Job

EACH day the golf ball collection and reconditioning becomes more necessary to the continuance of golf. The best that any of the leading manufacturers can do is to return 85% to 90% of the good golf balls sent in for reprocessing. Others that are badly hacked can't be remade and are torn down for materials used in reconditioning of balls that can be salvaged.

Conscientious expert work and employment of considerable equipment by the experienced manufacturers who are handling the majority of balls being reconditioned has resulted in producing a remarkably high performance of the reconditioned balls.

One of the foremost golf balls manufacturing authorities points out that to produce a good repaint job all of the old paint has to be removed by potashing, then the balls have to be thoroughly washed and dried, after which at least two coats must be applied. Unless spray equipment of the right sort is available for repainting, the surface of the ball will be flooded, with consequent injurious effect on the flight of the ball.

### Famed Club Tells It Plans "for Duration"

MINIKAHDA, famed Minneapolis Club, tells its members what's what in wartime at the club, in a house committee bulletin headed, "Minikahda Goes to War with Plans for the Duration." The bulletin advised:

Mr. MacFarlane's tractors have broken ground for our Victory Garden. Mrs. Jaffray and Mrs. Hill are conducting a surgical dressing unit at the club on

Tuesdays and Thursdays. Women golfers are urged to join them at lunch and work for the afternoon. Mr. Cornelius has sent out questionnaires to ninety-two clubs similar to our own. He will compile for our help and information a study of their wartime adjustments. Mr. Bullis and Mr. Gallenkamp are giving us the benefit of their expert knowledge on food and point rationed foods and still have delicious meals, but we cannot stretch our allotted points, which are on a membership and not on a guest basis.

Part of the function of a club and part of its obligation to its members, especially in these servantless days, is to assist in entertaining. We are cancelling parties, for the time being, in the hope of a larger family attendance; and are laying emphasis, where at present it seems to belong, on family life and its need for social outlet.

There will be more men and women in service at the club as our guests. Mrs. Moore and Mr. Green will be in charge of their entertainment. We know you would want this, and will limit your own guests to members of your family, out-of-town visitors, and to very especial occasions when you wish to include someone other than your immediate family circle. The situation is the same as you are meeting at home, where casual entertainment of local people is now limited. We must keep within our regulations and do not wish to do so by imposing restrictions. We therefore ask your thoughtful cooperation.

**Too Much Dues Waiving?** — Some wealthier clubs are having a kind-hearted error pointed out to them by the many beneficiaries of the clubs' snap-judgment action. Dues for the duration were waived on members who went into the services, although in many instances the members who went into uniform were easily able to stand the cost of club dues, at least on a reduced basis. Reduction in income at some clubs has been so serious that members in uniform are beginning to fear the club may not be there when they are mustered out.

**Wartime Memberships**—Special wartime memberships are being featured by closer-in clubs. These special members are elected in the same manner as regular members, but not being required to pay initiation fee, do not have votes in the club affairs or interest in its property.