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waitresses in his dining-room. "I prefer waitresses," he says. "They are cleaner, more polite and more efficient. The average intelligence among the waitresses is very much higher than that of the waiters and the service is more satisfactory." Tipping is not allowed at Lincoln, a 10 per cent service charge being added instead, which is distributed to the servers every three months.

Waitresses are preferred by Frank Johnson, manager of the Millbrook Country club of Greenwich, Conn. because, as he says, "There are two classes of waiters in this part of the country: (1) the good ones, who can always get a year-around job in the high-class hotels, restaurants and city clubs of New York City; these are profitable positions. (2) the drunks who follow country clubs and summer resorts and cannot hold a job long. Members may give these men a drink, but will never think of doing so to a woman. We find waitresses very satisfactory."

Locker-room Service A Factor

Along this same line, Fred A. Parsons, (Interlachen, Hopkins, Minn.) remarks: "We tried waitresses in our grill but they were not satisfactory to the management. Some members seem to think it necessary to entertain or be entertained by the girls. Also, waiters are frequently called to serve meals or refreshments in the locker-room."

From the Mount Diablo (Cal.) Country club comes this point in favor of the women: "Waitresses are not continually running around from one club to another. We have had the same head-waitress for four years; our regular crew of girls have been with us two and three years."

Peter Hausen, manager at the Edgewater Golf club (Chicago) is undecided, which type of server he prefers; there are advantages to each. He comments: "Waitresses as a rule are neater. They are also more patient with the complaining member and I suppose in the smaller clubs will do more extra work than men. But I have found waiters to be better salesmen than waitresses and handier when it comes to helping with the heavier kinds of work, in the dining-room, such as setting up tables for big parties and the like."

Jack Burns, with the Evansville (Ind.) Country club writes of his experiences as follows: "Waitresses by all means. During the 1928 season I managed the North Shore Golf club near Chicago. I engaged a split crew—women in the din-

ing-room at \$60.00 a month salary and \$25.00 per month bonus provided they stayed the entire summer, payable en masse at the end of the season. I started and finished the year at the club with the same girls, but I had to change the men in the grill several times, despite the fact that I was paying them more money, \$75.00 a month and \$30.00 bonus. Also there are more tips given in the grill than in the dining-room.

"During the summer months, I have found there are any number of intelligent women (school teachers and the like) who are glad to take a short-time job in pleasant country club surroundings. Also, where girls are engaged, it is easier to get extra helpers for large banquets and dinner-dances; there are always plenty of married women living adjacent to the club who are glad to pick up a little pin-money occasionally."

Waiters' Advantages

It is obvious from the opinions given above, and even more obvious when all the questionnaires are examined, that whether waiters or waitresses are employed at a club depends not only on which the manager prefers, but on a number of local conditions. But eliminating those reasons, since they are purely the problem of the individual club, there are a number of physical and temperamental advantages to the two types of crews that are true wherever a club is located. A consensus of the returns indicate that men

(1) are stronger, and therefore better at heavy work and less liable to be laid off for illness.

(2) are better salesmen.

(3) can work longer hours (labor laws prohibit more than 8 hours for women in some states).

(4) can double in the locker-room between meals.

(5) will live in poorer quarters when housed on the grounds.

(6) are better for "hurry-up" orders, especially in grills.

(7) do not object to going back to town late at night from clubs that do not house their help on the grounds.

(8) eliminate the "sex-lure" problem, often slowing service at clubs employing comely waitresses.

Waitresses' Good Points

Among the more important advantages of waitresses are the facts that they—

(1) are neater, more polite and per-

Spring Steel" . . . and that Extra 20%

A Valuable Message to Every "Pro"

JAMES SPEYER is an automobile salesman. Last year he decided to try an "easier" game; so he secured a job selling golf equipment for a sporting goods house. Now he's back at selling automobiles again with this comment, "I thought motor cars were a tough line to market, but I've learned something. At least with motor cars you have *facts* to talk about. When I tell a customer a car will stand all the abuse he'll give it, I can back up that claim with facts about the springs and the bearings and the chassis and so forth. But how can you convince a golfer he'll hit a longer or a straighter ball with a \$9.00 driver than with a \$5.00 one when all you can offer him is generalities about 'quality' and such?"

We don't agree with Speyer that the merchandising of golf material must be accomplished with generalities. For instance, we have one very definite example of a fact argument that sells golf clubs which we wish to cite right here.

For many moons we have been telling golfers that Bristol "Gold Label" Steel Shafts are the only golf shafts made of "Spring

Steel"; that spring steel contains at least twenty per cent more carbon than any other kind of steel used for golf shafts; that carbon is the ingredient that gives steel life, snap, strength and resilience; and that this means that Bristol "Gold Label" Steel Shafts have more pep and strength and "kick" than any other steel golf shaft.

These are not generalities certainly! They are facts of which we invite any scientist to make test at any steel mill laboratory, and any golfer—on the fairway!

When you talk to a golf club customer about spring steel and Bristol "Gold Label" Shafts in your clubs, you are mentioning facts that he understands and has come to appreciate.

Facts that mean something to his game, such as these, close sales for you.

Be sure you get your copy of "The Bristolite" regularly. If you are not on our mailing list for this interesting publication for golfers, write us at once so we can send you the next issue. There is no charge to "pros," you know.

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THEY ARE ARTISTICALLY AND SUBSTANTIALLY BUILT of high grade material and are quickly installed. They are instantly adjusted against rain and sun and easily removed for winter storage.

Send for full details today.

Caswell Manufacturing Co., Cherokee, Iowa



form their tasks "with a smile."

(2) are more patient with the crabby member and on the whole are less liable to be "bawled out" for minor errors.

(3) will generally remain all season.

(4) do not object to assisting in the kitchen.

(5) are not so subject to "hard liker" in their time off.

Most important of all, waitresses are much cheaper than waiters. Men are paid an average of \$73.00 a month, according to the returns on the questionnaires while women can be hired for about \$53.00 a month; colored waiters will work for about \$48.00. These figures are salaries; the crews at nearly all clubs receive room and board, and in addition are allowed to accept tips or share in a 10 per cent service charge.

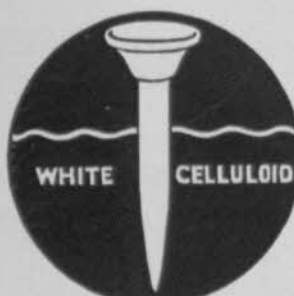
This difference in wages is probably the guiding factor with many clubs, particularly those that are close to town and so do not receive a large dining-room patronage. The very small clubs seem to use

waiters who can do other work between meals—cleaning-up, locker-room detail and the like. The very large clubs, where dances and other social activities bring large crowds on certain nights, nearly all use male servers.

On the subject of relative cost, Harry E. Kreuger, manager of the Midlothian Country club (Chicago) writes: "The house committee last season requested the change from waiters to waitresses because it is cheaper to employ girls than men. I paid the girls \$50.00 a month wages, with room and board and guaranteed them a minimum of \$35.00 and a maximum of \$60.00 from the 10 per cent service charge that is added to each check. I charged off any surplus over the \$60.00 guarantee against my payroll. This reduced it about \$1,400 as against the previous season."

Since waiters must be paid more money, it would seem logical that a club can get along with a smaller crew where they are employed. But there is no indication on the questionnaires that this is the case, the returns indicating that each waiter handles an average of 56 meals per week, each waitress, 51 meals. The difference is too small to matter.

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Preventing Winter Kill on Greens

By HENRY A. MILLER

Greenkeeper, Barrington (Ill.) Country Club

ONE way of preventing winter kill from ice on greens is begun by our force just as soon as weather permits and the ice is thawing up enough so it will crack it can be cut with a shovel, spade or axe without injuring the turf. This will save the grass by giving it air. Breaking up this ice helps thaw it quicker on arrival of the early spring. Care should be taken not to try and lift the ice off the grass, only breaking it up is sufficient. One should not attempt to uncover a green if entirely covered with ice from a sleet storm. In middle winter or in severe cold weather, this has been tried and proved fatal. Taking the ice right off the green is just like taking the clothes off our human bodies and going out in the cold weather.

It's the same with the grass on the greens. If covered once they should be left covered. Uncovering will chill the grass and will cause a winter kill.

One thing that can be done to help prevent winter kill, in a case of sleet ice, is to get a light seeder drill disc, and set the knives according to depth of ice so as not to cut into the turf, in fact the knives do not have to go clear through the ice, just get as close to the turf as possible, without going through the ice. Cut the green up in from two- to four-inch checkerboard squares. If done that way the first thawing spell that comes along will probably thaw just enough to open all these cuts on the ice and the grass will get air enough to live till more ice thaws.

I tried this four years ago. We had a sleet storm covering our greens, and we never had any winter kill. If such work is hindered by a heavy snow fall, not allowing this ice to be uncovered the green can be plowed in windrows with a V-shaped snow plow. When this is done the windrows can be removed off the greens by a Fresno and a team of horses sharp shod. When such work is done uncovering the ice to the open air it will be a great advantage when the thawing weather arrives. The sooner the ice melts, the better it is for the greens.

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Fulname is the standard of Golf Ball Marking, used by over 3,000 clubs in 16 countries. It has uplifted the pleasures and morals of the game as perhaps no other mechanical adjunct.

Until Fulname New Liquid Ink—

Imprints were not so clean and sharp or printing so cleanly done.

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Green Section Confab Features Research

By B. R. LEACH

ANNUAL meetings of the United States Golf Association Green Section were held on January 4th and 5th at the Commodore Hotel in New York City. The audience present at the meetings was relatively small as compared with former years probably due in no small part to the lack of publicity given the event.

The program was opened at 10 a. m. on Friday morning by Chairman Findlay S. Douglas, who extended a hearty and metropolitan welcome. Then followed the annual report of the chairman of the United States Golf Association Green section research committee, H. L. Westover. He disclosed that there were 1,056 members of the green section; \$28,000 was spent by the green section and that 3,120 copies of the bulletin were published monthly. Research work during the past year had consisted in testing various strains of grasses, studies of disease control and the determination of the best methods of applying fertilizers and mercury compounds.

Mr. Westover announced the inception of new experimental turf gardens at Palo Alto, Calif. and Chicago, Ill. and that demonstration turf plats at 15 golf clubs in various parts of the country would be established. Future research work to be conducted by the green section will stress the fundamentals such as drainage, soil structure, etc.

John Morley was next on the program with a paper entitled "Greenkeeping Yesterday and Today." Mr. Morley is president of the National Association of greenkeepers and may be considered one of the deans of greenkeepers in this country. He described how the greenkeepers of 15 years ago were handicapped by lack of information and inadequate mowing machinery. He brought out the point that it requires from three to five years to train a man for greenkeeping, that many golf course ills are due to unqualified golf course architects and contractors and that these latter gentlemen should be working with the greenkeeper while the course is under construction.

The most interesting thing as regards

Mr. Morley is his obvious sincerity of purpose, a rare commodity amidst the ankle-deep bushwhacking and baloney of the turf-maintenance game.

The next paper was of a general nature, by R. F. Arnott, entitled "Old and New Problems as Viewed by a Green-Committee Chairman." He stressed the fact that green-chairmen should be a go-between, between greenkeeper and club rather than delve deeply into turf culture; that should be confidant of greenkeeper but not dominate.

Acid-Soil System Questioned

"A Professional's View of Turf Problems," by John Mackie was next on the program. Mr. Mackie is a very able speaker. The important point of his paper dealt with the fact that there is active rebellion in many quarters as regards the present acid-soil system of turf maintenance, the rebellion having been brought to a head by the past season's woeful experience with turf disease. He warned the rebels to be careful and not change their methods too radically.

"Standardized Accounting in the Detroit District," by J. W. Bryant, Jr., described how the Detroit Green Section had studied the problems of cost analysis, labor costs, etc., and the conclusions arrived at. This address came in for considerable comment by members of the audience. Group studies of golf course maintenance costs periodically come to the fore but it is an open question as to just what useful purpose they serve. Often they are used as a club to swing over the head of some conscientious greenkeeper.

The afternoon session opened with a paper by John Monteith, Jr., entitled, "The Green Section Experimental Work" in which he emphasized the importance and value of the new experimental turf gardens now established or about to be established in various sections of the country.

Next on the program was a paper by C. A. Tregillus entitled, "The New Experimental Turf Garden at Chicago." Mr. Tregillus is in charge of this turf garden located on the Lasker estate and judging

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Modern methods say: GET RID OF IT.

Of course, there will always be people who will dispute scientific facts. In all communities you can find some old stiff-neck who thinks that a bag of asafetida tied around the neck is a better treatment for flu than the prescription of a wise physician.

There are people who carry horse chestnuts in their pockets to ward off rheumatism.

In York, Pa., men recently were tried for practicing witchcraft. And—here and there you will find a compost pile.

But greenkeepers who are progressive and open minded have learned that Lecco the com-

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Used everywhere. Difficult to obtain the genuine, yes! But there's a reason for this. It's practically immune to brown patch when once established. Cocoos stands erect and does not grain. It's the last word in fine turf. A guaranteed purity of 90% or better. High germination percentage.

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That it produces more abundant, healthier, and disease resistant growth is a fact, attested to by thousands of greenkeepers. Their letters are on file and are interesting reading.

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If you are skeptical, write in for our booklet with testimonials or go to any greenkeeper who has used Lecco. You will be amazed at its marvelous record. You will be delighted to get rid of that compost pile.

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Show Season Starts

Greenkeepers, International Shows and Club Managers All Announce Details

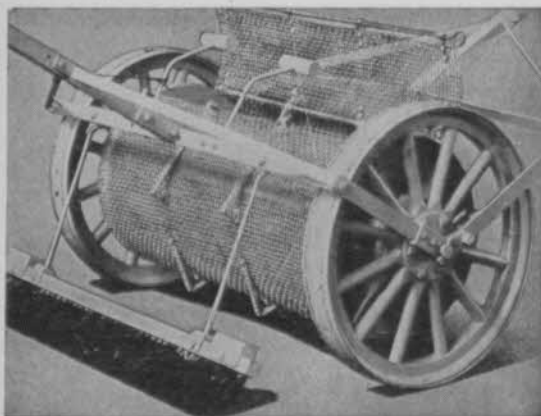
NATIONAL Association of Greenkeepers is all set for the curtain raising on its third annual convention and exhibition to be held at Hotel Statler, Buffalo, N. Y., February 13-16. Reduced railroad fares to and from the meeting have been granted and hope is high for an attendance considerably in excess of that at any previous meeting.

The executive committee goes into a huddle at 10 a. m., Wednesday morning, with President John Morley calling the signals. Wednesday afternoon the first open convention session will be held when Joe Valentine speaks on "Resodding a Putting Green." The second day of the convention is named Valentine Day in Joe's honor so he should do his stuff on the program in showing appreciation of being signally honored. The neighbors from the north will have two spots on the program as W. J. Sansom of Long Branch, Ont., speaks Wednesday on "Greenkeeping Yesterday and Today in Canada," and on Thursday, Prof. A. H. Tomlinson of Guelph talks on "Planting Around the Clubhouse."

"Soils I have Seen," by O. J. Noer of Milwaukee, who is conceded to be the ranking soil specialist in the golf field, also is on the opening afternoon's program, which winds up with a paper on "Animal vs. Chemical Fertilizers," by Victor George, president of the Indiana Greenkeepers' association.

James A. Smith, London, Ohio, an authority on turf culture, leads off the Thursday afternoon program on "Humus and Its Uses." Then B. R. Leach bats up with a paper on "Grub Control." Leach's articles in GOLFDOM on this subject have aroused international interest and judging from the letters on this subject that GOLFDOM gets from greenkeepers in this country and abroad the topic is one of the "hottest" that could be selected. Leach also is booked for another talk at the conclusion of the Friday program, on "The Trend in the Greenkeeping Profession." Leach is a bright, tough expert and the field may confidently expect him to wind-up the program in a burst of fireworks for he says his say in straightforward strong talk and when he makes up his mind he's

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