

20 Accident Preventives to Safeguard New Workers

By LUCIUS S. FLINT

UNAVOIDABLE employment of the aged, the physically handicapped, women who have never worked outside the home and vast numbers of people of both sexes and all ages who have no previous experience in the lines they enter has created a new safety problem for every country club manager. The following steps will prove helpful in correcting this condition:

1. At the time of employment, take pains to determine the capacity of new workers; see to it that those having handicaps of any type are placed in jobs where they won't hurt themselves or others. For instance, don't let persons having back injuries, deformities, hernias and heart disease do any heavy lifting.

2. Don't take it for granted that new employees know how to operate mechanical equipment such as meat grinders, slicers, lawnmowers, power scrubbers, shop tools etc.; and don't depend on any but the most reliable old employees to give such instruction. Require the new employee to give a follow-up demonstration under supervision before turning him loose on the equipment.

3. Caution employees against conversation or horseplay that would distract them while operating power equipment of any type.

4. Confine oiling and other machine maintenance duties to experienced people. Caution them against tinkering with any machine while it's running.

5. Insist that women who operate high speed kitchen equipment refrain from wearing jewelry or loose clothing; also that they use hair nets.

6. Make sure that every piece of moving machinery in your establishment is equipped with safety guards. Avoid delay in repairing broken guards.

7. Have a place for tools and make sure employees put them back after each use, not leaving them around to be tripped over. Absolutely require that aisles and stairways be kept clear of trash.

8. Urge workers to turn on the light before entering a stockroom or basement. Many an unnecessary fall is caused by groping around in the dark.

9. Delegate floor sweeping responsibilities to reliable old hands who will see that dropped bits of trash are removed immediately.

10. During rainy weather, make one employee responsible for controlling the slip hazard. Have him cover slippery sidewalks with salt or ashes. If inside floors are tracked wet and become slippery, keep them mopped up. Use sawdust after mopping slippery spots.

11. See that elevator entrances and other openings are properly guarded. Where rails break, repair promptly.

12. Provide plenty of ladders for use in removing supplies from upper shelves and see that they're used.

13. Instruct the new worker in how to stack supplies so that they won't fall over; also set a definite height limit for stockroom stacks.

14. Furnish employees with razor cutters for opening cartons and claws for working wood cases; instruct the beginner in proper handling of these tools and see that they are used. Injuries which may develop into serious infections can come from an attempt to open supplies with bare hands.

15. Have a special box, conspicuously labeled, for broken glass and insist that it be placed therein rather than tossed in just any empty box that may be around. Urge new employees to sweep up broken glass rather than trying to pick it up. Damp cotton is good for picking up small splinters.

16. Because of the help shortage, don't let building fixtures run down and become dangerous. See that rough corners are kept sanded off, that nails which work out are pounded back or removed.

17. Urge new workers to avoid letting lack of help upset them and cause hurry and carelessness—they're the reason for



Here is the ambulance bought by the American Red Cross for its Hawaii chapter with funds raised last season by public links golfers in their Pearl Harbor tournaments. A total of just under \$3,000 was raised by 126 clubs, ass'ns and individuals in 31 states, entry fees being only 50¢ in most cases.

many falls, cuts, bruises, burns and even stab wounds.

18. See that women, older men and the physically handicapped receive several rest periods during the day. Records show that extreme fatigue causes many accidents.

19. Be particularly careful to caution women against lifting overly heavy loads and incorrect lifting of any kind. The proper position for lifting is with feet together and the body in a crouching attitude. To avoid strain on abdominal muscles, the weight must be pushed upward with the legs. Provide plenty of hand trucks for handling heavy loads.

20. Insist that employees sustaining even minor cuts report for first aid. Dangerous infections are thus forestalled. Also require at least a verbal report on every accident and draw a moral from it. Nearly all accidents are preventable.

Light Touch Sells Members on Prexy's Labor Plea

IF you want to get the enthusiastic cooperation of members beware of making your plea for teamwork sound so serious and forbidding that the members instinctively try to forget the whole matter.

That advice comes from a green-chairman whose success in getting members of a distinguished club to cooperate with the green committee is outstanding. The man is Henry C. Mackall of the Minikahda club, Minneapolis.

Not too often does Mackall address the Minikahda members requesting that they concern themselves with matters of course maintenance. Members come to the club to be free from care, Mackall believes. The burdens of members' shares of club operation problems are to be assumed by club officials, Mackall concedes, although he offers no explanation for members ac-

cepting club official positions with the unpaid labors accompanying such responsibilities.

So, with the members expecting to find their club a refuge from trouble and work, Mackall has found that the only way in which they can be induced to take a bit of trouble and do a little work for the good of the cause is to have the proposition put up to them in a light, but direct, manner.

The latest application of this gentle and pleasant reminder that is working out well at Minikahda concerns weed elimination.

Mr. Mackall tells of the successful experiment:

"Like all other clubs, our grounds crew is short, and the plantains and dandelions—particularly the former—have flourished for lack of attention.

"I bought four dozen folding, easily opened, fish knives, which cost me about \$.35 apiece, put them in envelopes, and distributed them to as many members, each envelope carrying the ditty:

"The grounds crew is short,
The plantains are thick—

"So please take a knife
And help do the trick."

"The members were told they could keep the knives if they cut at least three to six plantains each fairway, which sounded much less than saying 'if you cut fifty to one hundred plantains a round.'

"The result has been eminently satisfactory. Obviously, some are more interested than others, but the average has been good, it helps reduce the waist lines of some of the fat boys, makes them plantain-conscious, and we're probably getting \$100 worth of labor for the \$20 invested.

"The only difficulty is being able to get knives with long blades and sharp points."

WHEN AND WHY PLAY IS PATRIOTIC

Excerpt from an address before the U. S. House of Representatives by La Verne R. Delwig, former football star, now congressman from Wisconsin.

Total fitness depends upon a totally fit human physical structure. Every part of the body—the hands, the arms, the shoulders, the back, the legs, the feet—must be able to function at prescribed daily tasks without undue fatigue—and have a little left to carry the physical burden of emergency assignments.

Exercise is the answer.

Now, exercise can be work or play. If we accept it as work, few of us will get all the exercise we need. If we make our exercise play, it comes in enjoyable doses.

That is where sports come in. Sports are the American way of getting exercise and making it fun. It follows, then, that America must play harder and oftener right now than ever before.

We must impress upon the American people that it is patriotic to play—since through play we get exercise—and through exercise we attain that physical endurance so necessary in every individual today.

This play serves a dual role. In addition to affording us physical expression, it serves, too, as a change of pace—a release through relaxation—that makes us better fit emotionally, if not mentally, to meet the challenge of our daily tasks and accept new tasks with enthusiasm.

And here is a point I would like to interject. Providing the body is physically sound—that is, if the heart and other organs are not aggravated by disease—an individual cannot overexercise, according to the latest authentic physiological opinions.

Those of us, for example, who have played golf in the past, should play more golf today. We should play harder at golf to utilize the game for its contribution to physical fitness. If we do not play golf, we should find some other physical hobby—some sport, some game—that we will play for enjoyment and from which we will derive physical work.

Post-War Pro Jobs to Demand Real Executives

As told by a pro now
in war factory work to

HERB GRAFFIS

FIVE or six years ago I can remember that the PGA was figuring that the pro situation would be greatly improved if the association could control the class of pro material coming into the game. I didn't especially like the way some of the older fellows put up the idea because I had graduated from high school and had two years of college. I got into pro golf due to there being no other jobs available.

I had been a caddie when I was a kid and had been a better than fair amateur, so I thought that nobody had any license to cast any reflections on my type of newcomer in pro golf.

Of course I was wrong in my resentment, but it was typical in pro golf to be unduly sensitive and regard any criticism as personal. I must say for some of

the older men that they tried to improve the situation by getting pro schools started. However, most of those attempts didn't get any farther than the talk stage, although sessions like those run by PGA sections in Minnesota, Illinois, the Mid-Atlantic and New Jersey were, apparently, valuable. The Minnesota PGA, according to what I read of its programs did the most practical job and came close to meeting the same high standard of educational work that the greenkeepers, in connection with agricultural departments of state universities, have set.

What had put pro golf business in bad condition was the fact that the game had grown so fast that the demand for pros at one time was greater than the supply, so anybody who had caddied and could

play a pretty fair game and had worked in a golf shop was hired. The situation was further aggravated by the employers of pros seldom having any idea of the qualifications and duties required of a good pro. The great mystery about pro golf is that so many good pros were hired and retained by clubs whose hiring officials were ignorant of the demands of a well-handled pro job.

Another Boom Ahead

Well, now we are coming into another boom in golf that will follow the war. There will be hundreds of new clubs started by people who also don't know what a pro should be and what a pro should do. Thousands of fellows will be looking for pro jobs and the competition will be such that the man who will work for the least money will be preferred by the employing committee.

So the main trouble with pro golf as a career may be continued. The trouble is, as anybody knows who really knows the business side of golf, that a club usually thinks altogether about what a pro will cost it, instead of what a smart pro can make for it.

With every sign pointing to the approach of a great post-war chance of putting pro golf on a sound business basis, it is high time that the PGA began to formulate a post-war plan. Associations in almost every other business are making their post-war plans, according to what I read in the papers, but I have yet to hear or read of any post-war planning being done by or for pros. The boys had better be getting on that soon or they will be out of luck, and will have only themselves to blame for not looking ahead.

There is one thing that the war is teaching pros that is putting them in good shape to really advance after the war. That thing is work.

Study Would Pay

I used to think that I was a pretty good worker at my club, but since I have been in defense work I realize that I didn't know what hard work could mean. In the first place, with the pro at the beck and call of every member, it is almost impossible for a man to work efficiently. At the war plant where I'm working, I am under orders from just one man. Ideally that should be the situation at a golf club, with the chairman of the golf committee, the only boss. But it doesn't work out that way, and I suppose it never will.

When the war started, I wanted to get in, like almost every other American man in his early thirties who realized what his country was up against. With a wife and two children I had to face the problem of supporting my family. But I figured that I could get a chance at training that would enable me to win a commission soon, and on my salary and allowances as an officer, support my family in reduced circumstances. However, injuries I'd suffered in an automobile accident several years past flunked me in the physical examination.

As there was no telling which way the war's demands were going to go, and plenty of uncertainty about golf, I figured I had better learn something in addition to golf. So I went to welding school nights while I was holding down my pro job daytimes.

Learns to Work

At welding school I got the first shock about my pro job. It struck me that if we spent the same time studying the pro golf business that I spent in studying welding, and if the study was on the same expertly organized basis, pro golf would be a much better business.

I had thought that bending over and teeing balls on the lesson tee, and giving from eight to 20 lessons a day, was hard work. After the monotony and close application of welding classes, golf teaching didn't seem to be such a tough job.

But it was when I got a job welding all day long that I made up my mind that if I ever got back to a full-time pro job again things were going to be a lot different in the way I ran my job. One thing that I had impressed on me was that time is money. It is the lost time in a pro department that has made the pro business one in which only comparatively few fellows make enough money to make pro golf attractive for a smart and ambitious young fellow. Many pros still don't realize what they are up against in a business that is closed down several months of a year. After the war I think that the general thing among good pros is going to be to have a winter job in a different line of business, if they can't get a winter pro job. Not only the winter income but what they'll learn from work in a different line is going to help them.

Another thing that this winter job will do for a pro is to teach him how much people really need golf.

(Follow-through to Page 18)

GOLF *in the* WAR

WILSON SPORTING
GOODS CO.



Chicago, New York and
other leading cities

THE HUMAN MACHINE

**On The War Front,
The Production Front,
The Home Front
and the Postwar Front**

By L. B. ICELY, President

MANY golf clubs in all parts of the country have made their facilities available to service men stationed in their vicinity and to soldiers and sailors on leave.

While it is natural that every club manager should concentrate on this effort to aid the men and women in the service, it is an equally patriotic and perhaps even more important role of the golf clubs to encourage the game among war workers in nearby plants.

In the second of a series of nation-wide messages addressed to millions of readers of prominent magazines we are endeavoring to arouse the country to a greater appreciation of golf and other sports as a means of maintaining the efficiency of The Human Machine on the Production Front.

In recent visits to war production plants I have been struck with the keen desire of recreation heads to secure the cooperation of all organizations possessing sports facilities in the vicinity of their plants.



The Human Machine on the Production Front

THE Human Machine, the great engine of the world, is the one that makes the things we use every day. It is the one that makes the things we need for the war effort. It is the one that makes the things we need for the home front. It is the one that makes the things we need for the postwar front. It is the one that makes the things we need for the future. It is the one that makes the things we need for the present. It is the one that makes the things we need for the past. It is the one that makes the things we need for the future. It is the one that makes the things we need for the present. It is the one that makes the things we need for the past.

Wilson Sporting Goods Co. and
Wilson's Sporting Goods Co.
Chicago, New York and
other leading cities

Wilson
SPORTS EQUIPMENT

Club managers, by calling on the personnel director or chairman of the recreation committee in such plants may find that in promoting organized play for war workers, the factories can make some approved economical arrangement for the transportation of the players.

Collaboration with those in charge of industrial recreation may offer you an additional opportunity to serve the country and at the same time to serve the cause of golf.

DIAMONDS IN THE ROUGH



TO THE GAME of golf, your game and the game of millions, used golf balls are today like diamonds in the rough. From them alone can new, sparkling white, rebuilt Wilson golf balls be made.

Dig up these diamonds in the rough—these valuable used golf balls. Send every one you can find to us for reshaping—recovering—refinishing. For them you will receive freshly covered Wilson “accurated” rebuilds. Without them the future of wartime golf is gloomy.

Do this now if you expect to have enough Wilson golf balls for your players for the balance of this season and in 1944. Don’t ignore this appeal. It is urgent. Have your caddy boys comb the rough for these precious “diamonds.” Urge your players to search their lockers, homes, garages, offices, old golf bags. Millions of used golf balls have yet to be turned in.

Our new campaign, now appearing in leading magazines, continues the crusade for wider recognition of golf and other American sports as a prime factor in our country’s progress. We must be physically fit people, now and after the war. Read these stirring messages featuring the Human Machine on the War Front, the Produc-

tion Front, the Home Front and the Postwar Front. Get behind this campaign yourself. Golf is a sport that affects millions. When the war is over and restrictions are lifted, golf should experience the greatest boom in its history. We are preparing the way. Do your part in this crusade.

**IT IS ESTIMATED
THAT PLAYERS HAVE
FAILED TO TURN IN
12 MILLION
GOLF BALLS**

**SUITABLE FOR
“ACCURATED” REBUILDING**

Wilson is in there Swinging...

WITH SPORTS EQUIPMENT... WITH WAR EQUIPMENT

We are getting great news from every war front these days as United Nations forces swing into position for the kill on a dozen fronts from the Aleutians to New Guinea and from Sicily to Murmansk.

The tremendous faith of both Army and Navy in the ability of competitive sports to build fighting men who can win has placed Wilson Sporting Goods Co. in a post of honor on the production line.

The Q.M.C. and other services are depending on us to supply a big share of the sports equipment required for expanding programs in many training camps and for the recreation of the hundreds of thousands of Americans overseas.

At the same time the Wilson reputation for quality has brought us many orders for aviators' kits, camp cots, crash helmets and other war material urgently required in camp and field.

We are "in there swinging"—doing our best to match the fighting performance of our Army and Navy by meeting both demands adequately and well.



BUILDERS OF MARTIN BOMBERS PLAY GOLF

Golf has been an important part of the huge recreational program of the Glenn L. Martin Co. for the past year. Among the thousands of employees of the great bomber plant two tournaments were organized last year on schedules permitting participation by players from all three shifts. At the conclusion of the two tournaments the company's Recreation Committee made a special event of the finals in which the top flight players of each group were matched against each other. The company presented the winners with handsome cups and other trophies.

In the opinion of Glenn L. Martin, both absenteeism and a sluggish inefficiency on the job can be largely eliminated if workers will spend a fair portion of their spare time in outdoor recreation.

Golf fits this specification perfectly.

IT'S WILSON TODAY IN SPORTS EQUIPMENT

August, 1943

(Continued from Page 14)

I never realized how near golf comes to being an essential in American life until I got put on overtime at the plant and had to give up the work I had been handling at my club in the evening. The income was fine for me, but I must say that the quality and quantity of my work wasn't as good as it had been when I had been working the regular 8 hours and then going to the club for 4 or 5 hours instruction. That made a long day, but I kept in good shape and kept very much alive on both jobs.

But when I was working so I got no golf at all, my energy and spirits sagged. I wasn't getting the outdoor balance golf provides.

War Workers Learn Game

There has been a lot of golf played by war plant workers this season. It hasn't been the result of much planned promotion on the part of golf. This increase in play has been caused by the workers finally realizing they needed just what golf has to offer. They came to golf rather than golf going after them. It was their good luck that they now have money they can spend for golf in keeping them fit to carry their load of war work.

They are going to continue at golf, although they won't be making the wages after the war that they are now. The soldiers and sailors who have been introduced to golf as part of the armed forces' recreation, also will be playing the game when peace comes. With millions more playing golf, it is sure that the price of golf goods and golf playing fees are going to come down. The biggest selling price class of golf balls probably will be not over 50 cents. The biggest selling price class of clubs also will be lower than it has been. That is going to require a readjustment of pro pay at the private clubs that restrict membership rosters, but generally it should mean more money for pros and manufacturers, for the same reason that Chevrolet and Ford companies have made more money than the Cadillac outfit.

It is going to mean a drastic change in the extent and nature of duties of the pro who keeps his job at a first-class private club. He will have to be a much better trained executive than he now generally is.

And it also is going to mean a great change in the jobs of pros at public and privately-owned fee courses. Before the war we already were able to see that

some of these public and semi-public jobs were in a class with a number of the best private course jobs in the country, for pro income. But, as a usual thing, the possibilities of these pay-as-you-play course jobs were muffed by the pros. One reason was that a man at a public course was looked down on as a social and professional inferior by the pro at a private club. That was foolish, but there is no use of our kidding ourselves; it did and does happen. Another reason why the pay-as-you-play course job possibilities for pros never were developed was that these courses are run as businesses and not often did such courses get a pro who was a businessman. Consequently the courses soured on pros and it is surprising how many of the pay-as-you-play courses don't have pros on their staffs.

However, there is going to be a very greatly changed picture in golf after the war and I believe the pro who knows how to work as intelligently as men in other businesses have to work to be successes, is going to have a much larger net income than now is general in pro golf.

I know that what I have learned by getting in war work is going to make me a lot better pro for my club and myself when I get back on a golf job in peacetime.

Pros who have been able to stay at clubs during the war and who are keeping alive the PGA had better begin planning the postwar future of pro golf right now. Otherwise they will be out of luck individually, and they will be open to plenty of criticism from pros now in armed service for not having been on the job protecting the future of young men who are protecting them the hard way right now.

Houston Holds Big Tourney—Houston, Tex., had 516 men and 57 women enter the city-wide War Bond tournament played at Memorial Park. It was the largest tournament ever held in the city. Starting times were arranged by Hugh Watson, gen. chm., and the tournament committee, so the competition completely avoided any conflict with war workers work-schedules. There were 17 flights for men and two flights for women.

Houston newspapers in printing the pairings gave the telephone number of each contestant after the contestant's name, thus making it easy for competitors to adjust playing time to mutual convenience.

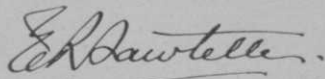
WE'RE PROUD OF OUR TEAM

We're proud of the teamwork of our armed forces in their coordination of land, sea and air power and of their close cooperation with our allies. Out of this coordination and cooperation they have forged a mighty weapon to win the war.

Behind this great armed team are hundreds and thousands of teams on the industrial front supplying the munitions and materials of war, conveyed to the fighting areas by other teams who man the railroads, crew the ships, fly the cargo planes.

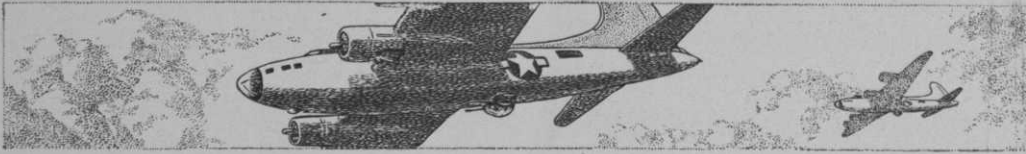
Ours is one of these industrial teams. It is made up of men in our plant, men in the mills of our suppliers, men in sales and distribution, men in engineering and design. Working together as a team we have designed, developed, and produced, in vast quantity of the highest quality, mowing equipment to keep the airfields of the armed forces in flying form. This team of ours has done this job so well that the Army and Navy have conferred upon us the Army-Navy Production Award for our great work in the production of materials needed in the war effort.

Like good golfers it is recognition that we prize. Like good golfers it is an award we receive in a humble spirit, sharing it with all who made it possible, and resolving to keep it flying proudly by keeping our production in the groove, our deliveries on the green, hole high.



PRESIDENT

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Keeps the United Nations' "fighting fairways" in fighting trim!

Today's "fighting fairways" . . . the United Nations' huge airfields . . . must have the best possible care and maintenance . . . to keep 'em flying. Today thick, dense turf is far more important for safe landings and take-offs of fighters and bombers than for the accurate bounce of a golf ball! Years of peacetime experience manufacturing turf mowing equipment for golf courses have given the Worthington organization the background necessary to manufacture the "Grass Blitzer" . . . **the only gang mower being made today for use on the airfields of the armed forces.**

We're proud to be doing our part for the War effort . . . doing our bit to

