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and domestic ryegrass, emerged in 3 and 4 days, respectively. When these grasses were seeded in late spring, the date of emergence was later by two or three days. This indicates that the warm soil and warm rains of summer and early fall favorably influence germination and early growth. The same principle holds for the bluegrasses which do not germinate and emerge as rapidly as the bents and fescues. When seeded in summer or early fall, the period of emergence was from 7 to 8 days; in springtime, 9 days.

Initial upright growth measured 3 to 4 weeks after seeding showed perennial ryegrass and domestic ryegrass to make the most rapid growth. They obtained a height of 3 to 4 inches. The fescues obtained a height of 1¼ inches and the bents and bluegrass between ¾ and 1 inch in that period.

Growing conditions during the fall of 1946 were ideal. The ryegrass in all the commercial mixtures emerged in 4 days followed by the basic grasses 2 days later. Emergence for the Kingston mixture was the same as for the commercial mixtures, with the exception of mixture D which apparently contained old seed that prolonged emergence to 10 days.

Emergence dates for the Kingston mixture varied with planting dates. Seeding in early fall emerged in about 6 days while spring seedings were prolonged to 8 and 11 days before emergence to ½ inch.

Comparison of individual seedings and seed mixtures of the same grasses indi-

cated that emergence dates were quite similar. For example, Colonial bent seeded alone or in a mixture germinated and emerged in 4 to 6 days when seeded in summer or early fall. Likewise, the fescue strains, Chewings, Illahee and Trinity emerged in 6 days in pure seedings or in mixtures.

The per cent stand from the rate of seeding used indicated that a 95% stand was obtained from Astoria, Rhode Island and Seaside bent and the fescues at the end of 4 to 5 weeks, but that Highland and the bluegrasses were slower to produce a dense turf. B-27 Kentucky blue appeared superior to commercial Kentucky blue in that respect. The addition of the ryegrasses to the Kingston mixture did not appear to increase the stand or density of the turf in that period.

Nurse Grasses Available

Tests showed that the addition of nurse grasses to seed mixtures of the basic lawn grasses does not have any apparent advantage provided the seedbed is properly prepared, moisture available and the area comparatively level. Nurse grasses such as perennial ryegrass and domestic ryegrass germinate and grow rapidly, but while doing so, provide competition with the basic turf grasses for nutrients and moisture. The loose, coarse texture of these nurse grasses not only detracts the appearance of the fairway or lawn, but these grasses are difficult to cut on a fairway or lawn. Experiments have indicated that if a nurse grass is needed, domestic

Table 1—Relative period of emergence and initial growth of turf grasses under field conditions. R.I. Agricultural Experiment Station—1946-1949

Seed Planted	Pounds per 1,000 sq. ft.	Date of planting and number of days to emergence (¼ to ½" height)								Av. Ht. in in. 3 to 4 wks. from planting	Av. % stand 4 to 5 wks. from planting
		8/21/46	9/19/46	7/24/47	5/20/48	5/14/49	8/25/49				
Rhode Island Colonial bent.....	2	6	4	5	8	9	5	1		95	
Astoria Colonial bent.....	2		4		8	9	5	1		95	
Highland Colonial bent.....	2					9	8	1		83	
Seaside bent.....	2		4		8	9	6	1		95	
Piper velvet bent.....	1		6		9	11	6	¾		90	
Kentucky bluegrass.....	3	7	8	7	9		8	1		75	
Kentucky bluegrass B-27.....	3		8		9		8	¾		80	
Chewings fescue.....	5		6		8		6	1¼		95	
Illahoe fescue.....	5		6		8		6	1¼		95	
Trinity fescue.....	5		6		8		6	1¼		95	
Creeping red fescue.....	5	7	6	5	8		6	1¼		93	
Perennial rye grass.....	1	6	3	4				3½		88	
Domestic rye grass.....	1			4				3		92	
Redtop.....	1	6	4	4				1¼		93	
Kingston Mixture.....	3	7	6	6	8	11	6	1½		95	
Kingston Mixture & PRG.....	3+1*	6	4-6	4				2		95	
Kingston Mixture & DRG.....	3+1*	6	4-6	4				2		95	
Commercial Mixtures, A, B, C.....	3		4-6					2		95	
Commercial Mixture D.....	2		10					1		87	

*Perennial and domestic were over-seeded at 1 pound/1,000 sq. ft.

Number of days before first cutting. Aug. 21, 1946—24; Sept. 19, 1946—41; July 24, 1947—18; May 20, 1948—29; May 14, 1949—27; Aug. 25, 1949—31 days.

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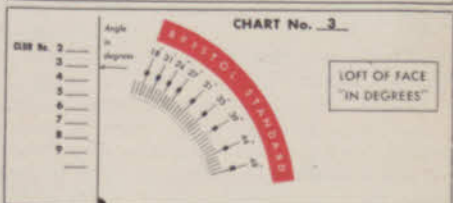
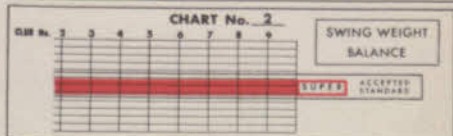
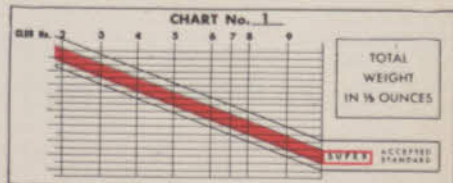
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rye is preferable to the long-lived perennial ryegrass.

A suggested mixture of basic turf grasses and domestic ryegrass consists of the following: Chewing's, Illahee or Trinitity fescue, 40%; Kentucky bluegrass, 35%; Colonial bent, 15%; and domestic ryegrass, 10% by weight.

When conditions are adverse for good golf or lawn turf, such as poor or droughty soils, steep slopes and where maintenance of good turf may be neglected and the turf cut only occasionally or not at all, then perennial ryegrass has appeared to be useful. But where conditions are favorable for the basic turf grasses and where good turf is desired and given good maintenance, the use of perennial ryegrass is not necessary. Although redtop is often used in grass-seed mixtures, it is not considered as a permanent turf grass. There is very little difference, if any, in emergence of redtop and the bents such as Rhode Island and Astoria. In the past when redtop was much cheaper than the basic grasses, it was used to make low-cost mixtures. If a good strain of bent such as Astoria or Rhode Island is used in a mixture, the use of redtop appears questionable since it usually becomes stemmy, coarse-textured and soon dies out.

Mow Soon

It is suggested that seedling turf be mowed as soon as a bite can be obtained with the mower. This helps force lateral growth and improves density. Tests have indicated that unless grass is cut closely, rank top-growth is apt to smother the tender seedling turf. Close cutting allows more air to circulate through the new turf, and helps avoid diseases encouraged by stagnant air conditions. Particularly if nurse grasses are used in the mixture, cut them closely so they do not produce excess shade or too much competition with the basic grasses. Use a sharp mower and attach the catcher-basket if the turf gets high; it removes the long clippings which form mats and smother the tender young plants. Later the clippings may remain on the lawn to return nitrogen and other plant nutrients to the soil.

Initial growth 3 to 4 weeks after seeding was as follows: Ryegrasses 3 to 4 inches, fescues 1½ inch, bents and bluegrass ¾ to 1 inch.

Time of emergence of basic grasses in mixtures was similar to emergence when planted alone.

Under satisfactory conditions a 95% stand was obtained from Astoria, Rhode Island, and Seaside bent and the fescues at the end of 4 to 5 weeks. The grasses were high enough to cut in from 3 to 6

weeks. Highland Colonial and the blue-grasses appeared slower to produce a dense turf. Merion (B-27), a new strain of Kentucky bluegrass, appeared superior to commercial bluegrass.

The addition of ryegrass to the Kingston mixture did not appear to increase the stand or density of the turf.

The mowing of seedling turf, especially if any ryegrasses or other nurse grass is used, is suggested when it reaches a height of about 1½ inches. This will promote lateral rather than top growth.

Seedbed Management

The seedbed is the foundation of any turf area. Not only do the grass plants rely on the seedbed for anchorage, but nutrients and moisture as well. For these reasons and the expense involved making improvements in a poorly constructed seedbed after it is planted, care must be exercised in its preparation.

If any major changes in grade are necessary they should be made on the subsoil. The topsoil is removed; the subsoil loosened and graded to remove all ridges and depressions. The subsoil must be parallel to the finished grade. After the subgrade is prepared, no heavy objects that would cause excess compaction should be taken over the area.

The topsoil should be spread evenly over the subsoil to a depth of at least 6 inches. (1) Provide adequate surface drainage and avoid depressions in which water will stand or ice will form. (2) The topsoil must have no shallow or deep pockets, otherwise brown or green spots will show in the lawn where the topsoil is thin or heavy. (3) Uniform topsoil helps make uniform turf.

The wise person, when constructing any new building, removes the topsoil from the site and saves it in a pile nearby for use later. Six inches of good loamy topsoil after rolling is usually adequate unless the subsoil is gravelly and porous. Eight or 9 inches of topsoil when rolled will pack down over gravelly subsoil to about 6 inches. Over gravelly subsoils more topsoil will be needed and proportionately more organic matter to help hold moisture. Allow plenty of time for fills to settle or provide compaction before finally levelling and seeding. Loam will settle approximately 20 percent, or 1/5 of its original depth.

When organic matter is needed, any of the following may be applied and thoroughly mixed with the topsoil to a depth of 6 inches by use of tiller machines or heavy disc-harrows.

Native peat or commercial humus—1,000 to 1,500 lbs. per 1,000 square feet.

(Continued on page 80)

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Workmen's Compensation Laws Show Club Liability

By RENZO DEE BOWERS

Country clubs and other operators of golf courses have always been legally liable to respond financially for physical injuries sustained by their employees as a proximate result of negligence chargeable to the club. This is but the common lot of all who employ others.

Without negligence on their part, however, operators could not in former times be amerced for casualties, even fatal accidents, that happened to hired hands working for them. This left workers out in the cold with respect to a large class of injuring mishaps that occurred in their jobs—in other words, the unavoidable accident for which no one could be held blamable.

Then came along the Workmen's Compensation Laws. In the timeless traditions of the law these statutes are very modern innovations. Their benevolent purpose was to provide a forum in which toilers in industry, or their surviving dependents in event of death, could exact compensation from their employers for disabling or fatal hurts arising in their occupation while they were acting in the course of their employment, but which hurts could not be charged to the fault of the employers.

New York state was the pioneer in this project of paternal benevolence. Its legislature enacted a Workman's Compensation Law in 1910. This became a model from which practically all other states set up similar laws for their respective jurisdictions.

Basis of Workers' Law

There are variations of procedural detail among these enactments, but they are identical in basic essentials and purposes. Operators of golf courses who employ help ought to have a general understanding of the nature and object of the statute in order to perceive their position with respect to it in event casualties occur to their employees through accidents arising out of their work, or as a result of some fault not chargeable to negligence on the part of the operator. Only the briefest sketch can be given here.

The law provides for a state board, variously called Industrial Accident Commission, Workmen's Compensation Commission, or some similar name, and outlines its duties and method of procedure. Under some of the statutes, employers

hiring workmen to engage in what is called extra-hazardous employments, and all others not specified, are required to carry insurance in order to compensate employees for injuries sustained, or to pay their dependents in event injuries result in death.

Under the minutia of other state statutes, employers are to pay into a fund under the Commission's control, certain amounts at stated periods, based upon the numbers of their employees and other conditions, calculated to establish a reasonable charge for accident insurance or casualty bonding.

The Workman's Compensation Law was designed to afford to an employee injured at his job, or to his dependents in event of his accidental death from being hurt at his work, a simple and inexpensive means of obtaining compensation, in cases for which the former laws gave him or them no remedy, or one of an inadequate nature. The remedy is a summary one, differing from a common-law action in court to collect damages for personal injuries caused by negligence, in rendering the process of obtaining an allowance speedier, less technical, and more certain.

Commission Action on Claims

The proceeding is distinguished from the formalities obtaining in an ordinary lawsuit in court at its beginning, in that it is begun by filing with the Commission a statement of the accident and injury, and a claim for allowance of compensation. Notice is then given the employer and its insurer, and a hearing is held by the Commission, and a decision made as to the amount of the allowance, if any, awarded to the claimant.

The penalty against employers who fail to come within the statute by complying with its provisions, is to have the right to make certain specified defenses to a common-law action for damages denied them in event of suit in court by the employee or his dependents.

Compensation is not allowed by the Commission to an injured employee as a matter of course upon proof by him that he got hurt while working for his employer. There are two essential elements that must appear in his evidence before he will be awarded anything,

however extensive his injuries—and operators of golf courses have frequently found here legal openings through which they could squeeze to safety from liability.

How and When of Accident

The legal rule is this: To obtain an award of compensation, an injured employee must establish that his injury "arose out of and in the course of his employment." The phrase, "arise out of," and "in the course of" the employment are used conjunctively in the statute. In particular, the words, "arising out of" refer to the origin or cause of the accident and are descriptive of its character; while the words, "in the course of," refer to the time, place, and circumstances under which the accident occurred. Both elements must, however, have been present at the time of the injury in order to justify compensation.

The animad versions in the above paragraph, containing much that may seem technical and probably legal hooey to the layman, are derived from a decision rendered in 1944 by the Illinois Supreme Court, which is of considerable significance to owners and operators of country clubs and golf courses. The technicalities are noticed here in order to shed light upon the point and direction of that court's decision.

The case was this:

A boy employed by an Illinois country club was caddying on an afternoon for a golfer who was playing with two other patrons of the club. A storm arose while the players were on the fourth hole. There had been no lightning up to that time. The play proceeded to the sixth hole. It

began lightning. The boy ran to a tree. There lightning struck him, and he collapsed. Reviving quickly, he made for the clubhouse where he fainted, was again revived, and taken to a hospital to remain four days.

A claim for compensation from the country club for total temporary disability suffered by him in the occurrence was filed with the Industrial Commission. The arbitrator for the Commission heard the evidence and denied an award of compensation on the ground that the accidental injury did not arise out of and in the course of the boy's employment. The Commission itself set aside this finding as erroneous, and allowed compensation. On appeal to the Cook County circuit court, this decision of the Commission was affirmed. But upon a final appeal to the state Supreme Court, these rulings were reversed, the arbitrator's decision approved, and compensation denied.

"The conclusion is irresistible," Justice Wilson said in expressing the court's conclusion, "that M.'s injury bore no reasonable relation to the nature of, and did not arise out of, his employment, within the purview of the Workmen's Compensation Act. . . . Risk of being struck by lightning is one to which every person in the same neighborhood was similarly subjected. In short, the danger to M. of being struck by lightning was precisely the same as to other persons on and in the vicinity of the golf course. His employment did not expose him to a risk, in this respect, to a greater degree than if he had not been employed. . . . For that

(Continued on page 84)

MARINES INCREASE GOLF FACILITIES



Golf continues to expand rapidly as U.S. armed forces recreation. A new 10,000 sq. ft. putting practice green, designed by Joe Frasca, Parris Island pro, and built under direction of Lt. L. V. Bartlett, recently was added to golfing facilities for officers and men at the Marines' Beaufort hospital and at the corps recruit depot.

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There's Pro Profit In Good Assistants

By JOHN M. BRENNAN

Spencer Murphy, pro at Glen Oaks GC, Great Neck, L.I., had just signed Jay Hebert, one of the many promising Southerners playing the winter circuit, and his friendly rival at nearby Fresh Meadow CC, formerly Lakeville, Al Ciuci, was lauding Murphy's action.

"Hebert is an up-and-coming kid and will be an asset to the pro staff at Glen Oaks," declared Ciuci, the LPGA president and MPGA tournament chairman for the past decade. "What golf needs most, in my opinion is more young blood in the pro ranks. Older professionals, instead of worrying too much about their own security should take on one or two younger fellows, teach them the game and help them to make good in the tournament world."

Murphy, who signed Hebert, a 25-year-old Bayou Frenchman from Louisiana, to augment his already impressive teaching and playing staff at swank Glen Oaks, is high on the potentials of the former Marine captain. "We needed another young pro and I picked Hebert as the fellow with the most promise," suggested Murphy. "My staff of teachers includes Pete Burke, brother of Bill, the former national open

champion; Eddie ("Senator") Murphy, my brother, and Whitey Open. With 500 active members, we can use them all, with Jay and Pete wearing the Glen Oaks tag in the tournaments."

Getting back to Ciuci, who was one of the first pros to sing the praises of Hebert, then an assistant to Lew Worsham at Oakmont (Pa.) CC, several years ago, Al insists that the head pro at a club must take into consideration the fact that golf is a business, just like a department store.

"Just observe the operation of any department store," said Ciuci, "and the one with the most number of sales people is the one that is most likely doing the most business. That's logical. In my opinion, it is good business for the pro and club to keep as big a pro staff as can be afforded and kept busy. I started with Sarazen when Gene showed promise up in Bridgeport, Conn. While at old Fresh Meadow in Flushing, I took on Leon Pettigrew when he came east from Indiana, where he won the amateur title and looked like a comer. Right now I carry three assistants and do a lot of the teaching myself."

Encouragement Pays Off

Ciuci pointed out that in the New York Metropolitan district, the more successful pros have been the ones who have encouraged the younger fellows in their shops. The first name mentioned, of course, was Craig Wood, long pro at Deal, N.J., CC and later associated with Winged Foot GC at Mamaroneck, N.Y.

"Like the late Al Smith, whose great political accomplishments were realized through his ability to choose the right assistants, Craig added to his fame by introducing the right fellows in his pro shops," asserted Ciuci. "It's the same with his Winged Foot successor, Claude Harmon, who was encouraged by Wood; Jack Burke at Metropolis, a product of the Harmon school and the veteran George Jacobus at Ridgewood (N.J.) CC, where he turned out Byron Nelson as a splendid example. These fellows are smart to encourage our youth. They help themselves financially and at the same time are helping golf, generally."

Wood, whose golfing exploits helped etch records for two decades, always advocated the policy that young talent should be encouraged. Craig insisted on top-flight as-



Jay Hebert, rated one of the most promising young pros in the country, is seen with Spencer Murphy and the rest of the Glen Oaks Golf Club staff at Little Neck, L.I. Pictured, l. to r., are Spencer Murphy, Frank (Whitey) Open, Ed (Senator) Murphy and Hebert.