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pounds per 1,000 square feet. Grubs feed close to the surface and cut off the root systems of the grass so that the turf is killed and can be rolled back from the soil like a rug. Earthworms deposit masses of casts of excreted soil at the entrance of their burrows. These castings make turf bumpy and unsightly. Earthworms are no longer regarded as beneficial to turf areas; they are now considered detrimental.

After fertilizer, limestone or other materials have been incorporated into the soil, the surface will be loose. It should be smoothed with a drag and rolled with a heavy roller to provide a smooth, firm seedbed. The surface half inch of the seedbed should be loosened with a rake or light harrow to provide the germinating area for the grass seed.

Seeding, Watering and Mowing

The best seeding time is nature's time, that is, August 15 to September 30. This is the period of warm days, cool nights, little competition from weeds, a natural rainy season and fall growing season which help establish the turf plants before winter comes. After the winter months, the cool spring growing season prepares the young turf by aiding deep root growth and producing mature grass plants before the hot summer months which bring drought and weeds.

Some October seedings have made good growth and become established; occasionally they have been mowed once or twice before winter. If the area is comparatively flat so that seed will not wash away, if it does not germinate and come up in the fall, it should grow early in spring even before the soil is dry enough to work. Late seedings that germinate are often killed by having the roots dry out when they are pushed out of the ground by frost. This factor should be considered before a late fall seeding is made. If the seed remains in the soil it will come up next spring, but if it germinates in late fall, a considerable part of it may be winter-killed. Football fields are used until after Thanksgiving and it is often necessary to reseed in late November and December. In such cases it is better if germination does not occur and the seeds lie dormant until very early spring. Seeds of the basic grasses are hardy and cold will not kill them. By winter-seeding athletic fields where play has been heavy, even though the seed does not sprout, it will get an early growth in spring and provide good turf by the next football season. Incidentally, it is always a good plan to have a separate field or turf for spring sports and thus allow the turf on the football field to become re-established.

If seeding was not done in fall or winter, do it as early in springtime as pos-

sible. Seed before May 15 to avoid competition from weeds and prevent drought injury during the hot summer months. Sterilizing soil with chemicals and fertilizers solves the problem of weeds in spring-seeded turf and if there is plenty of water to keep the tender turf moist, a good stand of grass can be produced.

Seed when the soil is moist, the top sufficiently dry, and when the wind is not blowing. Divide the total amount of seed into 2 equal parts, sow one-half in one direction and the other at right angles to the first seeding. Going over the ground twice in 2 directions provides uniform distribution.

Cover the seed very lightly—about $\frac{1}{8}$ inch—by giving 2 rakings at right angles. The weight of a wooden rake is ordinarily sufficient when used with a light hand. Reach out with the rake, pull it gently toward you, lift the rake, reach out again and pull, etc. If the rake is pushed backward you may uncover the seed. If you bear down heavily, some seeds may be covered deeper than others, and uneven germination will result. Seed covered too deeply may never germinate. After the seed is covered, roll lightly in 2 directions. The ordinary water-ballast roller is sufficiently heavy with nearly all water removed. This light rolling presses the germinating layer to the firm seedbed, helps insure contact of seed with moist soil, and hastens germination.

Watering

Once the seed starts to germinate, the soil should not become dry. Sprinkle gently and thoroughly with a fine spray to insure germination and early growth of the tender grass seedlings. When the new grass is up, discontinue frequent and light watering. Instead, thorough soakings, according to weather conditions and personal judgment, are used to encourage the grass to become deeprooted. By no means should a water-logged condition develop, however, for it prevents the normal functioning of the soil by excluding air, rots tender roots; and favors diseases such as damping-off, seedling blight, and brownpatch.

Many seedings are made during the spring and summer with success, but more care must be given to these seedings. For example, seedings made during May and June of 1949 did not have a sufficient root system to survive the devastating drought that occurred during the summer. In many cases the seed did not germinate, and in other cases the seed germinated but did not get past the seedling stage. To overcome the lack of moisture, these newly-seeded turf areas had to be watered frequently over a long period of time. This adds to the time and expense of producing a satisfactory turf.



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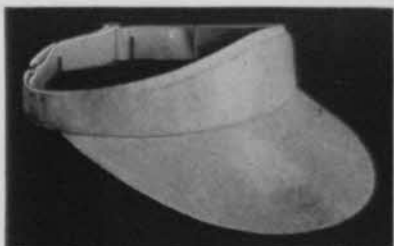
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Only seed of good quality should be used in any seed mixture. Good quality grass seed under favorable conditions will germinate in a period of 4 to 8 days and produce healthy, vigorous seedlings.

Bare areas in a newly-seeded turf area are often due to poor seed that failed to germinate. Often seed mixtures of questionable quality are the source of weed seeds and once weeds become established they are usually difficult and expensive to eradicate.

Old seed is another source of trouble in seed mixtures. In comparison with new seed, old seed takes much longer to germinate, if it germinates at all.

Rates of Seeding

Consideration must be given to the rate of seeding. Seeding excessive amounts of seed, which is commonly done, produces an overabundance of little grass plants competing for moisture and nutrients. The results are a weakened turf, more susceptible to injury from disease and drought. An illustration is drawn by the following example: seeding the Kingston Mixture at a 3 lb. and also at a 5 lb. rate per 1,000 sq. ft., there will be approximately 39 and 76 seeds per square inch, respectively. Considering the fact that grass seedlings need room to develop a healthy root system and top growth, the seeding at the 3 lb. rate would allow for this development more readily than the 5 lb. rate.

It is readily seen that the basis for calculating the rate of seeding a grass mixture is on the number of seeds per pound of the grasses used in a mixture or an individual seeding. If this practice is followed the results will be a healthier more vigorous turf at less expense.

WORKMEN'S COMPENSATION

(Continued from page 47)

reason, M.'s injury did not originate in a risk connected with or incidental to the employment, it did not arise out of his employment, and, hence, is not compensable."

All courts adhere to the general rule of law which the Illinois tribunal applied to this caddy's claim. To maintain a claim against his employer, the employee must show, to repeat the rule, that the accident grew out of his job and occurred in the course of his employment. The stroke of lightning did hit the caddy while he was going about his work, but it did not strike him because of the character of his work.

Injury Not on the Job

Take another enlightening episode. This occurred in Massachusetts.

A caddy was standing on the first tee of his employer's golf course, on the point of playing a round himself. Two other caddies were there for a like purpose.

One of the two, as a warm-up, took a practice swing with his club, without looking to see if anyone was behind him. It happened that there was, and that it was the first caddy, who was standing watching. The swing took this lad in the face, and practically butchered him.

He filed the usual claim for compensation against his employer owner of the golf course, under the Workman's Compensation Law. But he, too, drew a blank. The club was not responsible for his injury, because he had not been engaged in the performance of his job at the time. He was on his own, preparing to play for his own pleasure.

"His employment did not require him to be at the tee," the court remarked in deciding against him. "He was not engaged in any work, or aiding in any way the performance of the duties for which he was employed."

This iron-clad requirement of the law, that an employee must have been performing his particular duties at the time of an accident or his employer will not be compelled to compensate him for injuries, was exemplified in another occurrence in Massachusetts.

There, an attendant engaged primarily for work in the locker room of the clubhouse, was sent on an errand for a member of the golf club. Riding on a public highway on a bicycle, carrying a bundle of clothes which he was taking to a laundry for the member, he was hit by a vehicle and injured. A court refused to allow his claim against the club under the Workmen's Compensation Act, ruling that, while his injuries were received "in the course of his employment," they did not "arise out of" the employment.

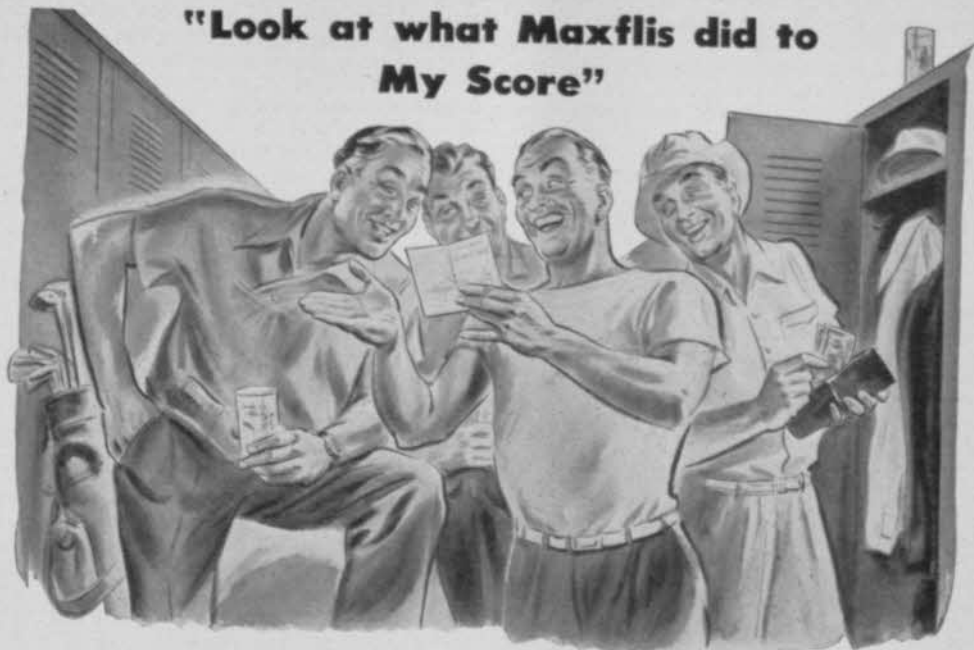
"All persons upon streets are likewise exposed to such hazards of travel," the court said. "The travel was not a hazard peculiar to this man's work, but was a risk common to all persons, and so, it did not 'arise out of' his employment."

It is, of course, an essential element of a club's liability under the Workman's Compensation Law to its worker accidentally injured, that he must have been in fact and actually an employee of the club at the time. If the situation did not present the employer-employee relationship, a claim for compensation will be disallowed.

Caddy Hiring Factors

For instance, the Rice Lake Golf Club in Wisconsin followed the practice of many country golf courses not having sufficient patronage to warrant regular employment of a caddy master and a staff of caddies, of permitting neighborhood boys to gather for caddying and taking their chances of obtaining jobs from players. The caddies were selected by individual golfers and paid by them, and the

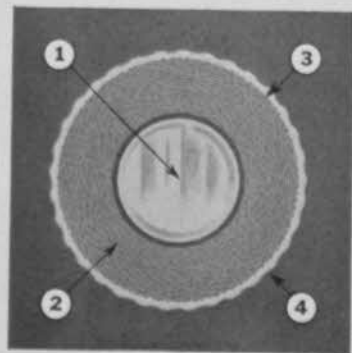
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club had no contract with either caddy or player

On one occasion, a caddy chosen at the course was standing behind a player who drove a ball which struck a tree, bounced over the player's shoulder, and hit the caddy with damaging results. The Wisconsin court ruled that the caddy was not an employee of the club, and consequently ineligible to receive compensation from it under the Workman's Compensation Law.

But different club rules in this particular brought a judgment and order of payment against the Claremont Country Club in California.

There, the situation was this: The club maintained a caddy house and paid a caddy-master to supervise the boys. The caddies were graded into three classes, and paid according to ability at rates fixed by the club. A player had no choice, but was required to take the kid whose turn to serve had arrived. Upon ending play, the golfer gave the money for his caddy to the caddy-master who immediately paid the caddy—a method adopted to avoid tipping difficulties. The caddies were employed and discharged by the caddy-master, or by the greens committee, but were subject to the orders and supervision of the player while serving him.

One caddy, while working for a player, undertook to lean for a moment against an unstable handrail of a bridge spanning a creek on the club's golf course, the rail gave way, and he plunged into the creek, incurring injuries in the accident.

Investigating a claim for compensation in the caddy's behalf under the Work-

men's Compensation Law, the California Supreme Court gave consideration to a contention of the golf club that the caddy was not engaged in its service at the time of the accident, but was in the employ of the golfer whom he served all the time while he was working for compensation. All the club did under its system it argued, was to afford caddies an opportunity to obtain employment by golfers.

The court ruled otherwise, and awarded compensation.

The Illinois court rendered a like decision against the Indian Hill Club sometime ago under analogous conditions, declaring that in furnishing a caddy to a member through a caddy-master, the club, and not the player, became the employer.

It is pertinent to call to the attention of owners and operators of golf clubs and courses the attitude of the courts toward illegal employment of minors, as such an act affects the Workman's Compensation Laws. Whatever other penalties the law may impose for employing ineligible of the kind, it is pretty well established that where a relation of the kind exists, the employer is not liable for accidental injuries under the Compensation Laws.

An occurrence in Pennsylvania a couple of years ago pointed up this attitude of the courts.

There, the Pennsylvania Golf Club had employed a youth lacking two months of being 15 years of age, as a workman on the club's course at Llanerch, in Delaware County. The boy was riding the club's tractor over its grounds one day in

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compliance with his employment, when a sudden dip of a wheel into a rut or hole flung him from the machine, and caused him permanent injury.

His parents, in his behalf, sought compensation for the injury under the state Workman's Compensation Law. The club's employment of the boy was illegal under another state law; and since it is a general principle of law that parties to an illegal contract cannot benefit from it in the courts, the decision in this case denied the right of either the boy or his parents to obtain compensation at the expense of the golf club.

Officials of country clubs and other golf courses may note that the law does not compel them to come within the operation of Workmen's Compensation Laws. The general plan and procedure by which they subject themselves to such laws are outlined in detail by the statutes creating them. The chief feature is the consent of the management filed with the Commission or Board, accompanied by payment into the insurance fund of the amounts specified, or obtaining insurance policies, or giving bond, according to the requirements of the particular statutes of the respective states.

On the other side of the picture, if they do not bring themselves within the provisions of these laws, and happen to be sued by employees for accidental injuries arising out of the employment and as a consequence of it, the law will deprive them of their common law right to defend on the ground, either that the employee assumed the risk, was guilty of contributory negligence, or was barred under the fellow-servant doctrine. That is the penalty for not shielding themselves by complying with the provisions of the Workmen's Compensation Laws.

FIRST YEAR AS PRO

(Continued from page 66)

gard the new pro is held by those people whose opinions he values most, his club members and his associates in working for the club.

I wish to stress that though well coached by my father, I gained immeasurably from my experiences while at the Baltimore and the Atlantic City CC and if every young pro will, while he is still an assistant, work hard, study the business and learn to organize the pro shop, he will someday obtain and hold an excellent club job. As a final word, I wish to mention that young pros should have no intention of participating in other than regional tournaments during the season until well established at his club, unless by full understanding and consent of club officials regarding the National Open and the PGA.

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PAR FOR MAINTENANCE

(Continued from page 70)

everyone concerned; manager, pro, superintendent and all members.

In my opinion there cannot be successful golf course maintenance without realization of this cardinal point. The personalities responsible must be thoroughly qualified; each in his own capacity.

Where the club's business is administered by a general manager, he must be a man of high caliber and versatility. If the scope of his duties is too great for personal attention he should engage only qualified assistants. In this category of assistants, his key man on the golf course is the superintendent.

The superintendent should be delegated the entire responsibility of maintaining the grounds and golf course. He has devoted his entire life to this highly specialized vocation.

Manager and superintendent should confer on all matters of policy affecting any phase of maintenance. Unilateral action or decision is not conducive to a harmonious and effective relationship and in the final analysis indicates that one or the other is not wholly competent, and is therefore unnecessarily employed.

The above principle is equally true in the case of a superintendent-chairman of

greens committee relationship. In either case, the superintendent is sufficiently qualified to supervise all actual maintenance work without interference. However, the superintendent should at all times be pleasantly receptive to any and all suggestions from members, chairman of greens, manager or professional.

The members should realize that their superintendent is a conscientious artisan who prides himself in his work. It is not uncommon for a superintendent to devote 24 hours a day to his work during critical periods which sometimes last for three months in the course of a year. This devotion to his duties should certainly merit complete co-operation from the members. This co-operation can be summed up simply by saying,—Please Observe All Rules and Etiquette in Golf. It is a Golden Rule insofar as everyone is rewarded by a more pleasant environment and a well groomed golf course.

Many clubs practice false economy by hiring workers on a seasonal basis. Much time is spent in training men to perform their duties efficiently. Where there is a high percentage of labor turn-over the club suffers from inadequately trained help. This condition is easily preventable. Members connected in industry or business could certainly arrange for employment of these men in the interim.

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