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PGA GOLF EQUIPMENT DIVISION

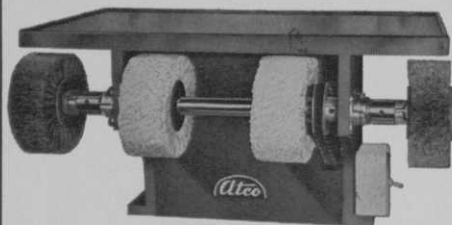
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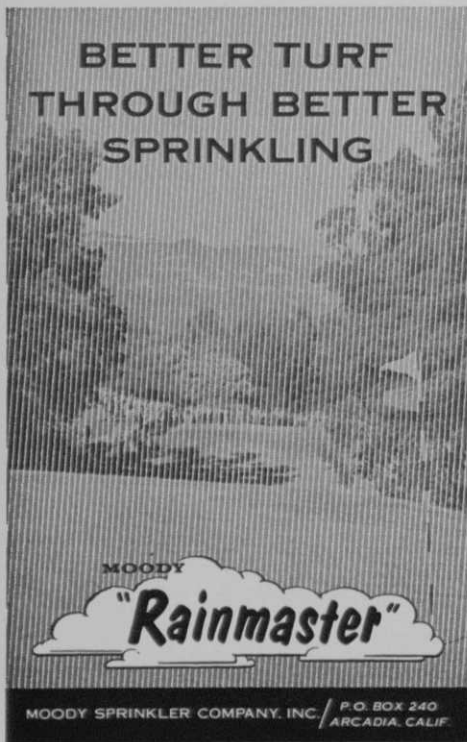
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SAFETY FUND

Continued from page 30

of directors from nine to five, and reduce the number of committee members from five and six to one, or possibly two.

"Undoubtedly the best plan for club efficiency is to elect men of ability to the offices of President and Treasurer, and give them full powers to act on all important propositions of finance and general policy. If they do not succeed, elect other officers at the very first opportunity.

"The budget system with a liberal contingency fund, and if properly managed, is the only real way to manage a social organization.

"In our own case, after adopting the budget system we came out on the plus side for the past two years which was a proof of its efficiency after some years of being on the minus side.

"A good motto to follow is:

If you can't play, don't play." •

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COMMENTS ON CONTRACTS

Continued from page 24

membership also knew where the responsibilities of the professional ceased."

"No. My situation is a little different. I am a city employee, controlled by politics, but I have been with the city 36 years under three administrations."

"Yes. My club is three years old. I stayed when it was slow, and now that business is excellent I might like a five-year or two-year contract."

"Yes. It's desirable, but, as I see it, they are cutting down on the pro's earnings every year."

"No. They (contracts) are always able to be broken. I want to be free to move if opportunity knocks."

"Yes. Only a poor businessman would risk his professional standing and investment without a contract."

"Yes. Our bosses (in private clubs) change yearly, and there must be an accurate record—impossible verbally—of all concessions, obligations, responsibilities, etc. Directors leave the club by resignation and death, so verbal agreements are not sound."

"Yes. (A contract is desirable) with the option for the coming season and with a raise in salary."

"Yes. A pro should stay at a club for a number of years. It's bad when a pro jumps every year. A contract protects the pro as well as the club."

"Yes. Being owner, I have a five-year contract and draw only a salary of \$12,000 per year with no percentage of shop or rentals, but keep all lesson fees. However, I work seven days a week."

"No. We have had no written contract arrangement all these years (15) and I don't care to alter this policy."

"Yes and No. Actually, in the West a man's word is still his bond, and I mean this—contracts are not worth very much."

"Yes. Being young (31 years old) I am able to gain valuable experience without risk of personal monies, and am free timewise in relation to bookwork, taxes, payroll, etc."

"Yes. Agreements can be changed in the middle of the season when your investment is too high to resign."

"Yes. Protects the professional's posi-

Continued on next page

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COMMENTS ON CONTRACTS

Continued from preceding page

tion for a specific period of time; defines definite salaries, and the pro's responsibilities are in writing. It should protect the pro from losing his job with a large inventory on hand without being able to dispose of the inventory."

"No. If club and professional cannot trust each other, why work with or for each other?"

"Yes. Our club has changed ownership and new conditions have meant new obligations and controls."

"Yes. The business is becoming too large to be casual about such things."

"Yes and No. The only fault in this respect is—what can you do if they decide to let you go—the court costs would kill you."

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*This statement is from an Economics Research Associates report based on actual operating data and interviews with hundreds of golf course superintendents, architects, engineers, contractors, irrigation equipment designers, manufacturers,

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For more information circle number 133 on card

PGA AND PENSIONS

Continued from page 23

only 'own' one golf course."

"Funds available from manufacturers' rebates at year end should be accepted by the PGA. Members should pay a fee and dues in opposite six months."

"Now that we have a man in our headquarters who has a pension plan background, I am sure something will be done."

"We, the PGA members, are probably the most individualistic operators in the world. We need to unite and get some bargaining power. The PGA needs to do some research along these lines to protect and preserve our position."

"We are all a great bunch of individuals and this is our problem. The only way to survive is to become a union. Plumbers, carpenters and sheet metal workers don't have the problems we face."

"I feel the PGA should have a pension plan only for 'Class A' and 'Junior A' members. Therefore more professionals would work harder for this title. The PGA is only interested in tournaments and TV money, and not doing enough for the club pro."

"The PGA has been organized and in operation much longer than your in-

Continued on page 80

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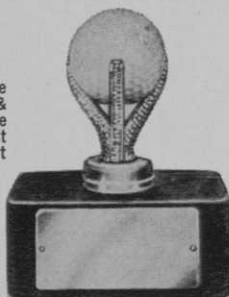
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PGA AND PENSIONS

Continued from page 78

dustrial unions, and look how much progress the unions have made in helping their members. A pro's day is twice as long as an industrial journeyman, and it is time for more improvement in the lot of the PGA member."

"I feel each pro should set up a plan of his own for retirement. In this day and time too many people are wanting a handout."

"All club manufacturers should help with a retirement program. A percentage of sales to pro shops should be put into the fund for all members, say 5% of the year-end net, including store sales."

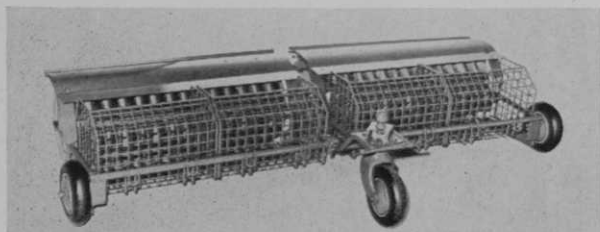
"Take more decisive action. Make some proposals as to the various possibilities and allow the entire membership to vote on these, and institute a plan upon getting a majority vote. Publish a financial statement each year showing how our dues are spent and how monies derived from other sources are used."

"Have some kind of a union or pro-

Continued on page 82

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