

Fig. 2

FRINGE BENEFITS IN OTHER INDUSTRIES*

	Food Service	U. S. Industry
Holidays per year	None: 54% One: 11% One to six: 35%	Seven days
Sick leave	None: 69% Seven days per year: 31%	Median: 10 days a year (78% have a plan)
Long term disability	Covered: 26%	Covered: 80%
Life insurance	Covered: 33% (\$2,000 is median amount)	Covered: 99% (\$3,000 is median amount)
Accidental death and disability insurance	Covered: 21%	Covered: 74%
Hospital insurance	Covered: 27%	Covered: 99%
Major medical	Covered: 6%	Covered: 75%
Retirement	Covered: 14%	Covered: almost 100%

* **Club Management**, September, 1969

additional labor sources may be available?

Last October a labor questionnaire was mailed to 50 private golf courses in the greater Chicago area. The courses selected were those with similar labor problems, needs, and desires for improving existing conditions. The response to the questionnaire was excellent with a return of 70 percent. The results (Fig. 1) we think you will find interesting.

When one compares these figures with those from United States food service and industrial employment sources (Fig. 2), we may find one reason why good, permanent golf course workers are hard to find.

Improved wage scales with added fringe benefits of hospitalization, major medical, retirement, sick leave and vacations strengthens bar-

gaining positions in dealing with and encouraging permanent employment.

Wage improvement and increases in fringe benefits alone, however, are not the sole criteria for the top-notch prospective laborer. The facilities and the equipment he will use also are major factors. Inside lavatory facilities, showers, lockers, etc., are as important to him as they are to anyone else.

Bernie Belknap, Superintendent of Rolling Hills Country Club, Wichita, Kans., faced a labor situation last summer similar to most golf course superintendents in the mid-continent region. His approach to its solution, although not entirely new, is somewhat different, and I asked him for his story:

Female Labor

by **BERNIE BELKNAP**, Golf Course Superintendent, Rolling Hills Country Club, Wichita, Kansas

Female labor is a good source of labor on a golf course!

About three years ago, when our school help went back to classes, we tried for two months to fill out our crew with men. Advertisements were put in the local newspaper and employment agencies were contacted. We found it impossible to hire male help.

Years ago I had worked on a golf course that employed women for its grounds force. I started thinking about this as a possible source of

labor and made two lists of jobs one that women could do, and one with jobs too difficult for them to do. I found more jobs on the course that they **could** do than jobs they **could not**.

I went to the Green Committee and explained my dilemma. It was decided to advertise for female help for the golf course, and we had a number of applications for the job. In talking to the applicants, I was surprised at the number who expressed a preference for outside work. I selected four women whom I felt were quali-

fied. I started them in section work. Each was responsible for five greens, plus approximately 22 bunkers. Their daily duties included the hand-watering of dry, hard spots on greens and aprons, repair of ball marks, raking and weeding of bunkers. As time allowed, they were also responsible for trimming grass around all trees in their section. One young lady mowed all the greens with a triplex putting green mower.

Once trained they did a marvelous job. The club members gave us more compliments on the bunkers and the condition of the course than we ever had before.

It is my firm belief that female laborers do a neater job and are more painstaking in the maintenance of greens and bunkers. One of the women does an excellent job in maintaining the club house grounds. Her responsibility is to care for flowers, shrubbery, and grass in that area.

I have used women to drive tractors, spray weeds, water-in fertilizer, mow around trees with

small mowers, help in top-dressing greens, change tee markers and cups, and fill ball washers.

We have found no complications in using a mixed crew. Each person has his or her assigned job to do. If something happens that a woman cannot handle there is always a man nearby to help out. There is always a man to aid if an unexpected problem arises that a woman cannot handle. Mowers do break down and water systems do develop leaks.

We pay the women and male summer help the same wages. It is our opinion that a woman who does the work a man does should be paid the same wages, and the women workers have done an outstanding job for us at Rolling Hills.

Author Lee Record then asked Miss Joy Baker, one of Belknap's five women workers, to comment on her employment on the maintenance crew at Rolling Hills Country Club. Miss Baker's story and observations as a female golf course laborer follow.

Miss Joy Baker on a truckster and Miss Laura Kester raking a sand bunker.

