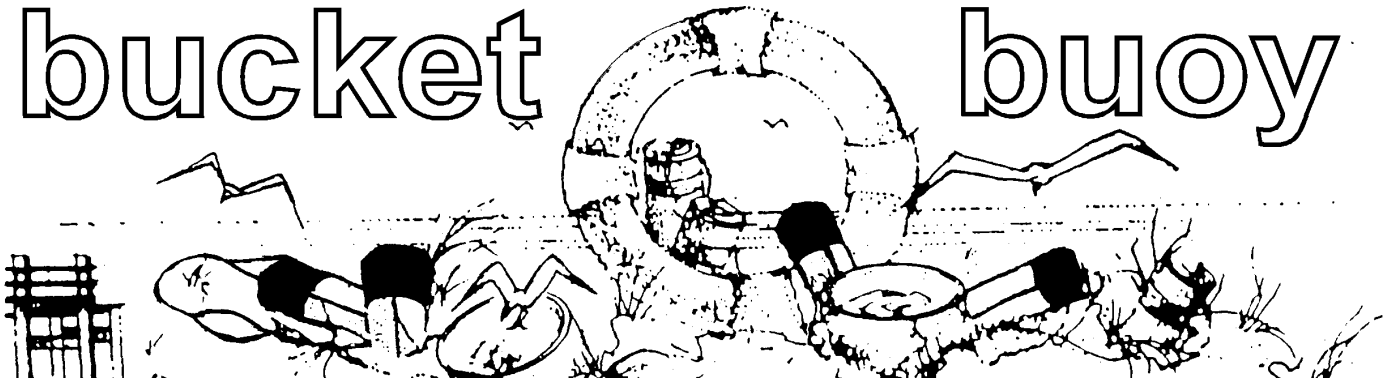


# bucket buoy



Dear Fellow Lifeguards:

December 16, 1999

Happy, Happy Holidays to all! This is the Christmas edition of the Bucket & Buoy. As usual I promised you to try to get out monthly editions and as usual I wasn't able to do it. Life does tend to get busy with "real life" as the summer ends. - Oh well.

Looking at the calendar it is only about 5 more months until we're back. I have to admit old man winter has been kind to us. Those of us still surfing are doing so without the need for gloves and hoods. Not bad for December.

For those of you not braving the water, you missed a great Thanksgiving weekend. Saw lots of JBLG'ers out there, tearing up the waves and pissing off our families by staying out late as the turkeys overcooked. The swell lasted most of the weekend and by Monday there were lots of sore arms.

As you will read we have a Christmas party planned, a possible New Years Eve Party and a lot of news about negotiations. As this is being mailed out by our new database, I hope it reaches all. Please call your buddies to make sure they got their copies. Between old addresses and the US Mail I am never sure what gets where. See you at the party!!!



*The World Famous Angermaier Surf Kayak Team*

## NEGOTIATING THE REHIRE

During the winter your Executive Board met with the State about every 3 weeks. As everyone knows the big topic was the rehire qualification procedure. The State had informed us that Albany would be implementing changes due to drowning litigation. Our choice was to either partake in the process and negotiate our demands or refuse and deal with it after Albany made the change unilaterally. Feeling it was better to have a hand in what was to be a certain change, the Executive Board agreed to negotiate the change with the State. This topic absorbed many, many hours before it was finally resolved.

Albany's position was that, as part of our rehire, they wanted us to run a 2 mile timed run. We flat out rejected that and for a while it looked as if things might actually evolve into an eventual job action. After almost a year of negotiation Albany gave us their final offer. A 1/2 mile run in 4 minutes. It was really a tribute to your Executive Board on how tough they stood. The six of us (Bob

Lenti, President, myself (Roy Lester, Chief negotiator), Ed Peters, Marc Hansen, Jay Lieberfarb and Jim Dirrico (Trustees)) all worked remarkably well together to thwart every move Albany could think of. The local State officials saw that next summer could be a real problem unless Albany backed off.

It was not the Union's position that we would not negotiate. We are bound by law to negotiate in good faith. We also knew that if we didn't try to have input, a procedure would be forced on us. Then our only option would be one that could come dangerously close to violating the Taylor law. Those of you that lived through the "71" Strike know how important it is to "choose your battles."

Well, we finally got our local officials to convince Albany of our resolute and after having this on the table for more than two years, came up with an agreement we think all can live with. And here it is:

We have agreed that all those with 10 years experience or less (not to be confused with seniority) will have to run a quarter (1/4) mile in 2:00 minutes or under. Those with more than 10 years experience (again not to be confused with seniority) will have to run a quarter (1/4) mile in 2:10 minutes or under. In a major change it was also agreed that all those with the same 10 years experience or less will have to swim 100 yards in 1:15 minutes or under (no change) BUT those with the more than 10 years experience will have to swim 100 yards in 1:20 minutes or under. **(BIG CHANGE)**

Since the run component will lengthen the time of the rehire, the State agreed that those that take at least the swim part of the test at Nassau Pool will be paid an additional hour (5 hours total) as long as the run is not done on the clock. We will have the option of running the same day as you take your swim or another day. For those that don't take the test at Nassau they will receive an additional hour pay if they take the test off the clock.

As part of this package we also agreed that as long as the rehire is taken before the start of the draft, any lifeguard will have three (3) tries to pass either one of the 2 components. Anyone taking the rehire or retry on the rehire after the start of the draft will only have 2 tries. This again is a **BIG CHANGE** from the past.

The State also agreed that they would NOT try to change the rehire procedure again so this new procedure should stand the test of time. Most importantly the State also has come to the realization that a new tougher standard needs an appropriate compensation package to make sure that the quality they are seeking are available. That package should make next summer's paycheck a lot healthier.

Sometime before next summer you all will have the opportunity to give us your opinion of this agreement. If the majority of the Corps feels that this procedure is to our advantage, great. If not, this agreement will be rejected and the State will implement their own procedure. It will then be up to each of us whether to take the test or not. - PS - One more thing the State threw in because they were so tired of arguing with us - We all get rash guards like the ones WEII crew has. COOL!

While we are on the subject of winter negotiations, just a brief update as to where we are with our new bargaining unit NYSCOPBA. I was up in Albany at the beginning of the month at an Executive Session. There are moves afoot to start sending some of our dues monies back to us. That will be a welcome change for us. I explained to the NYSCOPBA that the general consensus among Lifeguards is that the big unions up in Albany are great about collecting our dues but give us very little in return. I was assured that this time it will be different.

At this time we have already submitted a draft of a Bill to the Legislative part of NYSCOPBA to have introduced with the idea of getting us discipline protection. We also are trying to get seasonals to have a separate seat on their Executive Board. We have been assured that "seasonals" will not be ignored by NYSCOPBA. As they say in the Legal world. "The jury is still out". Let's give them a chance to do what they say they can.

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