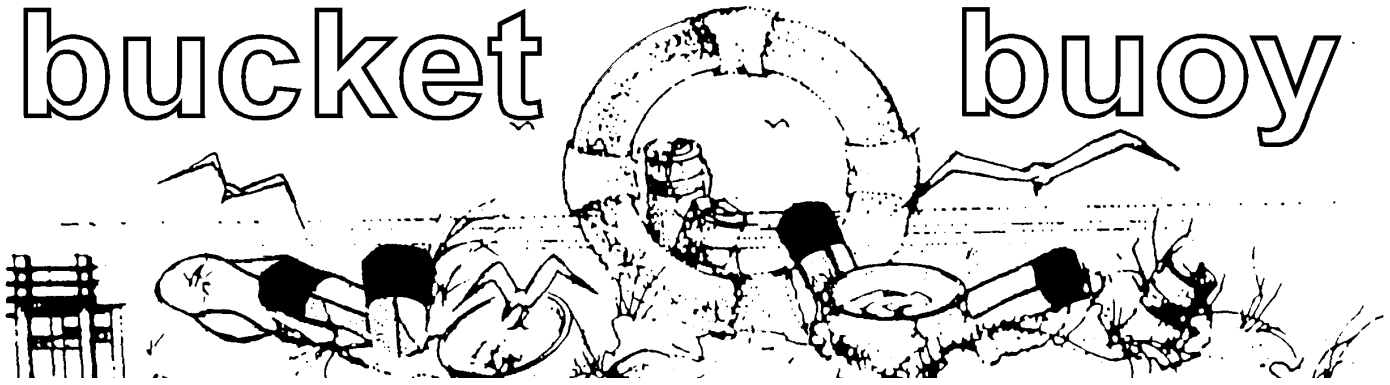


bucket buoy



Dear Fellow Lifeguards:

May 19, 1999

Welcome back, again. Although it is still damp, wet, and borderline miserable, tonight signals the official start of summer. We are back on payroll! There have been a lot of changes through the winter, many of which I will inform you of in the following paragraphs, but most of the changes are for the better and hopefully will make us a stronger union.



Captain Evon teaching CPR at EBHO last year

LOCAL NEGOTIATIONS

During the winter your Executive Board met with the State just about every month. The first few months were involved with negotiations regarding beach equipment. We have had several major changes this year which hopefully will be enthusiastically received by all. We have eliminated the parka and rain gear, and instead have substituted an all weather outfit that Michael Scanlon spent months designing. This will be given out on a three (3) year basis and I think it will be a big hit.

We have also made changes in the sizing of the swimsuits and our masterpiece, a long sleeve T-shirt for everybody. To protect the head, we now have a new more expensive and infinitely a more comfortable hat. Because of the expense involved, they will not be as freely replaced as our old ones so guard yours carefully.

As for our safety equipment, we will have ten (10) brand new *COBRA* surf skies being delivered to the beaches at the beginning of the season. We also have the funding for, and will receive, a new competition dory and have funding available for a competition surf board for our lifeguard competition team.

Last year we introduced a storage shed concept at the West Bath House Beach. This eliminated the necessity of dragging the

equipment up and down the beach every night. Due to the phenomenal success of this structure, we have decided to place them at three more beaches. There is nothing like having your heavy equipment right there on the beach when you open in the morning. Hopefully, this will make life easier for everyone.

As far as staffing goes, we are still trying to secure extra Captains, Lieutenants and Boatswains positions and as of this date are still actively negotiating this package.

The big topic this year, was the rehire qualification procedure. The state has informed us that Albany is demanding changes due to litigation regarding drownings. It is our position that our standard has been proven to be not only more than adequate but in fact, an excellent standard to assure the return of high quality lifeguards. This topic absorbed many hours and as of this date, has not been resolved.

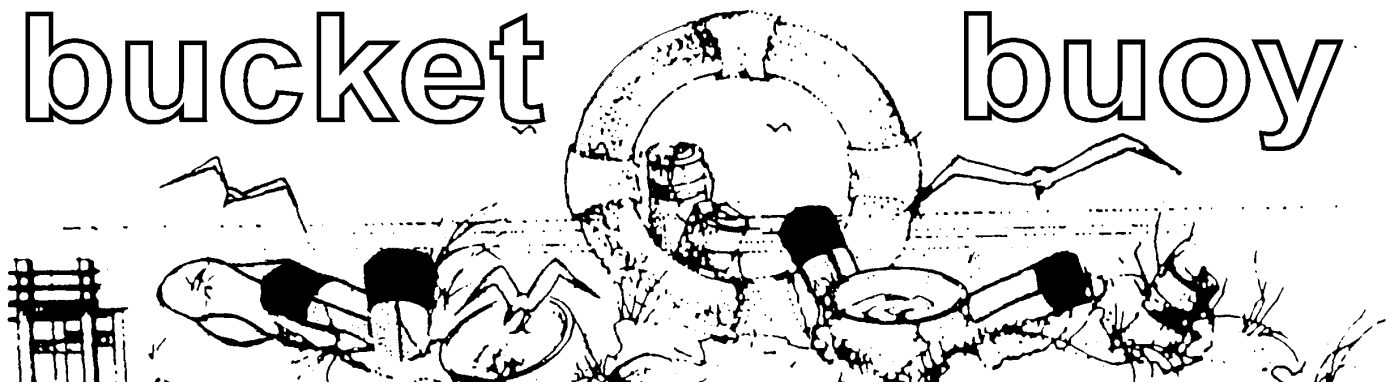
It is the Union's position that a procedure, with an almost 50 year history, should not be tampered with unless one can show that it does not work. There is a old saying "If it ain't broke, don't fix it". Although, the State has yet to explain how our procedure is "broke", they continue in their attempts to "fix it".

In many ways, our rehire procedure is more rigorous than most of the surrounding communities. However, if one adds to the mixture, the fact that in order to be rehired, our lifeguards have to also be trained in CPR and complete a physical conditioning and training program that lasts an entire summer in a satisfactorily manner, one wonders where the State is coming from. Regardless, however, this topic will be put off for another day as the summer is starting, and as of now, our rehire procedure stays with the same tried and true methods.



(over)

bucket buoy



Dear Fellow Lifeguards:

May 19, 1999

The new beach front shack's prototype at WBHO

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