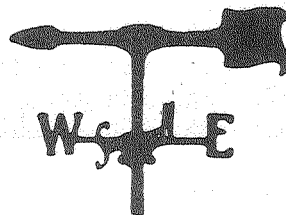




california state park rangers association

REPORTER



Volume 4
Number 5
July 15, 1971

News from North, East, South & West

President's Message

Within a few days you will be receiving a ballot to consider certain constitutional amendments. The items that you will be voting on are:

1. Whether or not to relinquish the one-year waiting period before a Ranger can become an active member of C.S.P.R.A.
2. To provide active membership to the State Park Ranger Intermittent
3. Whether or not to include those men in the Maintenance Series as active members of C.S.P.R.A.

The constitutional amendments that you will be voting on came about as a result of resolutions passed at the 1971 General Executive Council. Resolutions 71-1, 71-2 and 71-5 are printed and discussed in the minutes of the March 12-14 meeting. Please refer to the "Reporter" for full details.

I sincerely urge you to give your full support to amending the California State Park Rangers Association Constitution in regard to Article IV, Section 2, which reads:

"Active and Active Retired memberships shall be limited to permanent, full-time California State Park Ranger classes and permanent or retired employees of the Department of Parks and Recreation who have been employed for a minimum of one year in a full-time California State Park Ranger class."

It is my opinion that we should not deny any Ranger an opportunity to become an active member of the California State Park Rangers Association upon appointment as a Ranger in the Department of Parks and Recreation.

In this issue of the "Reporter" please read the letter from Ranger Jim Hart which clearly outlines the plight of new Rangers. They feel, and I agree, that they are not being offered the opportunity to become full-fledged Rangers.

We have, as members of the California State Park Rangers Association, the obligation to uphold the constitutional purposes and objectives of this association which are:

ARTICLE I "The California State Park Rangers' Association is hereby constituted and established for the purpose of providing the State of California the professional services and recommendations of an organized body of public employees dedicated to the highest principles of public service."

ARTICLE II "The objectives of this Association shall be to represent, advance and to promote the interests and standards of the profession of California State Park Rangers and to provide a medium of exchange of professional thought, and to promote sound judgment, high quality and economy in the planning, development, operation and maintenance of facilities and services offered the public by the Department of Parks and Recreation."

Please take these matters seriously as I believe that the future of the California State Park Rangers Association could hinge on your being objective in reaching your decisions in these proposed constitutional amendments.

Wesley E. Cater
President

THE "REPORTER", official publication of the California State Park Rangers Association. Published monthly. Mr. Wes Cater, Pres. C.S.P.R.A., 2870 Ironwood Ave., Morro Bay, Calif. 93442. Address material to be published to, P.O. Box 151, Columbia, CA. 95310.

June 19, 1971

Mr. Wes Cater, President C.S.P.R.A.
2870 Ironwood Ave.
Morro Bay, CA 93442

Dear Wes:

I was very impressed with the resolutions which were presented at the last C.S.P.R.A. meeting. They covered a lot of points which were brought up at Asilomar by other Ranger Trainees who seem very interested, but at present lack sufficient knowledge of the association.

I feel extremely lucky to be training in a top-notch area. Everyone seems to have the Park Philosophy which can't help but generate constructive meetings such as the C.S.P.R.A. meeting last Monday.

I am sure that the rest of the Trainees would like to be filled in on the goals and resolutions of C.S.P.R.A., so I will take the liberty to send each a personal newsletter of the items we discussed Monday night.

I am submitting this letter to you, Wes, because I know you are active in C.S.P.R.A. and if anyone should be interested in their view points on C.S.P.R.A., it should be the man who was responsible for their employment interview.

It should be pointed out that most of the Trainees' view points came about through lack of any formal communication with C.S.P.R.A. As I attended the meeting Monday night I saw that what the C.S.P.R.A. representation of our region wants and what the Trainees want are one and the same--yet the majority of Trainees are still in the dark as to the congruencies of their desires and those of C.S.P.R.A.

The biggest complaint made by the Trainees from the group I was in at Asilomar was derogatory of the capability and effectiveness of C.S.P.R.A. This attitude would not seem unfounded considering some of these Rangers had never been invited to a single meeting and some said that to their knowledge it met as a group just once a year with no official meetings between. Those few who had attended gave reports of it as nothing more than a social hour with little if any professional character--passing decisions of who would buy beer at the next meeting. The implication here--brought about by the Trainees' feelings on non-acceptance--was to lay blame on the old guard rangers of the past. I am happy to report to them as their elected class coordinator that this is not the case, at least in my own region. If, in fact, other regions are working toward the same constructive goals, I feel that new members of this organization should be made aware and included in these goals. If Trainees are not actively sought for membership into this organization, then the chasm will widen between Trainees as a group and the more stalwart rangers association. For this reason the issue on the trainees' right to vote is a crucial one. It, in fact, is a vote on whether the old reject or accept the new. Rejection could do nothing but breed more dissention in the Trainee ranks--negative morale at this point could be crucial to any type of training program of the future.

The word "Trainee" itself is a crucial factor in the old guard philosophy which is exuded.

Trainees don't need to tell the Rangers what problems now exist, because those Rangers have lived through these problems and many others which they did something about. The older Ranger came into the organization as a Ranger. His was a tough lot because he was expected to be a Ranger when he first donned that uniform and his training was the rough and tumble trial and error method. With all of that he held his head high and considered himself equal to his peers.

The Trainees lot in life isn't the easiest either. He is faced with a title which cannot help but be taken as subservient to that of a Ranger, thus he has no true peers but other Trainees. In effect this forces him to bow his head and to some extent it stifles his enthusiasm. In many cases he is kept completely in the dark in communication channels and told that a certain letter has to do with Rangers of the area and not Trainees. In some cases petty jealousy exists between Rangers and Trainees. This is because past Rangers worked toward the establishment of a training center which has brought about little direct effect to their own lives, but instead has benefited a group with a different title -- "Trainee".

more ...

June 19, 1971

Only two Trainees in the entire group had even received or seen a copy of the C.S.P.R.A. Reporter--I have yet to see one. It took five months before I was even allowed a copy of News and Views, which I understand came from extras at Hearst Castle thanks to you, Wes. Well, I've bent your ear long enough, but I think you can see the gap which exists. To shut the Trainee out on immediate membership in effect is to accentuate his second class citizenship as a Ranger and in effect close his ears to what little amount of communication does exist for him as well plug any professional channel he might seek to air his gripes. To stifle him in his first year cannot help but effect his morale for the rest of his career. Business charts prove that the initiative and enthusiasm in the first year are greater than any other time in a professional's career. If he doesn't become active in his first few years he may be forced into a life time of complacency by the one organization which should be promoting activity not just of the new Trainees, but of all members.

The Trainees are interested in the California Parks and they exude the highest overall morale and integrity that I know of in the department. They are also sensitive to environmental problems and changes. Perhaps they are aggressive, but I am sure the machinery of the system will slow them down in time, but, meanwhile, they could and should spur interest in others who have been with the department longer. Enthusiasm is not something which should be spurned by any professional organization. The Trainees offer this quality to the California Rangers Association as their single greatest asset but combine that with the intensive study and overall general awareness which they have from four years in college as well as their training from within the department and I can see no reason why anyone with any sense would take such an oblique stand as to deny them active membership.

As acting class coordinator I have written two letters and sent them to all the Trainees to elicit some action from them--the photostat letter enclosed was composed by the entire class without any idea of what C.S.P.R.A. was working towards. As you will see, they strike similar parallels. The Trainee should be involved now before complacency sets in and before those who do have some enthusiasm and initiative are branded as rebels for working toward the same things as the Rangers Association.

Without C.S.P.R.A.'s acceptance what choice do interested Trainees have but to organize their own group which would by size alone be weak, ineffectual, non-sanctioned and terminal--yet the organization of such would certainly effect any new blood which C.S.P.R.A. would seek, even if formed on nothing more than an informal basis.

I hope you find this letter to be more than mundane rhetoric which I am sure you get enough of. I want to thank you for giving me free rein to appoint an Environmental Committee. I have several Trainees in mind for the Committee and I am sure we will not let you down.

Sincerely,

JIM HART

GROOMING REGULATION PETITION

Concerning the article in the last issue of News and Views regarding grooming regulations here is my 2 cents worth. Good grooming has always been an integral part of the uniform and especially for those employees whose work requires public contact. The fact that 99% of the trainees graduated as Group B from the class at Asilomar signed the redress petition doesn't say much for Group B. If the restrictions on grooming are relaxed how long will it be until we go to headbands and tie dyed shirts if any. In over 20 years of public service I have yet to hear a derogatory remark about hair groomed according to Departmental Notice #70-10 dated May 20, 1970 and I must confess I can't say the same for the opposition. Even the other extreme draws the comment "One thing you have to say about being bald is that it's neat.", and that is more than I can say for the majority of long haired men. The line has to be drawn somewhere and I think DN#70-10 does this adequately. I add my vote to the last sentence in the News and Views article which reads "If they don't like the good grooming regulations - let them go to work elsewhere."

Platt

A.B. Platt Ranger Int.
Caswell Memorial State Park
28000 S. Austin Road
Ripon, Ca. 95366

May 1970

Dear Park Rangers:

As you all know, there are many areas of concern that affect every field ranger. We feel that the problems we are encountering can only be corrected through the cooperation and participation of all park rangers.

The tool for this application has already been created by the rangers who have preceded us -- namely, CSPRA.

In order to effect constructive changes, we need to elicit support and generate enthusiasm among all ranger staff at the field level. We urge you to contact your CSPRA representative, take an active part in meetings and run for office. Trainees should join as Associate Members in order to have access to CSPRA publications.

While at Asilomar we have discussed areas of primary concern:

1. More professional representation on the part of CSPRA
2. Better communication and information dissemination within the State Park System
3. Wages and benefits equal with NPS
4. Housing policy and/or adjustments
5. Uniform allotment

We realize that these issues are not new -- improvement is needed but has not yet been effective in CSPRA. We ask that all field personnel become more active in submitting articles and letters to the CSPRA publication. We must eliminate apathy and become aware and active.

The forthcoming vote on allowing trainees to be active voting members is crucial. Any questions, information or suggestions should be funneled through the CSPRA "Reporter".

We can coordinate our efforts to improve our professional standing. Join CSPRA -- become involved -- now!

Thank You,

Asilomar Ranger Group A

signed by 18

Dear Neal:

I am a Ranger Trainee who is interested in C.S.P.R.A., but until recently knew very little about the organization. The rest of the Trainees, at least the ones from Group A, are also interested in the California State Park Rangers Association and have elected me as their class coordinator to see to it that they know what is going on so they can become involved. I am sending a mailing list so that you may send them each a "Reporter." I have asked that they join on an associate basis since they do not yet qualify for active.

A lot of us are still quite perplexed as to the goals, etc., of the organization since no one has ever formally presented them to us. If it is at all possible could you please send each Trainee a copy of the C.S.P.R.A. constitution and by-laws. If not, the March 12-14 issue of the "Reporter" which gave the minutes from GEC as well as the resolutions, guidelines, and Presidential Report would be an excellent method of getting the Trainees interested and active in the organization. If possible could you please send a copy of both to the enclosed list of Trainees. I am sure that it will improve Trainee morale 90%--all rangers are cantankerous 10% of the times

If you don't have the time to mail these, but do have the extra copies please send them to me and I will see they get mailed.

Editors note. Trainees are now on "REPORTER" mailing list.

Sincerely,

Jim Hart

Editors note... The following space should have been filled with letters from members, reports from officers, comments, suggestions, gripes..

Typed originals are appreciated, but not necessary. You write "em, I'll see that they get typed and in the above space. We need to hear from you.

xx

Editors note, This should have gone in the last issue, but just missed. Sorry 'bout that Wes.

June 1971

President's Message:

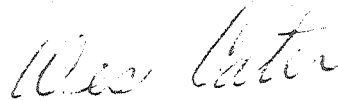
Following the 1971 General Executive Council, we have had one Board of Directors meeting to take action on the resolutions that were passed. You should be hearing from your Regional Director regarding assignments to committees and followup on upcoming elections regarding, the inclusion of the Maintenance Men, as full members, and allowing Ranger Trainees membership upon appointment.

As I mentioned at the Board meeting, I had written to Assemblyman Townsend regarding AB 676. AB 676, if passed, will give a full years leave for disability to certain state employees in hazardous occupations ie: Motor Vehicle License Examiners, University and State College police, Toll Bridge Maintenance employees, etc. I felt that State Park Rangers should be included and asked that he consider our inclusion.

Assemblyman Townsend did not answer my letter but Mr. Robert Lenz of California State Employees' Association did and told me that if California State Park Rangers Association wants to be included in obtaining employee benefits we should work toward drafting resolutions requesting California State Employees' Association to consider our requests. The requested resolutions would then get full discussions at the various California State Employees' Association General Council Committees.

It appears then that we must work through our local California State Employees' Association Chapters in getting resolutions together that will be of benefit to California State Park Rangers' Association members. I understand that the deadline for resolutions is in August. Therefore, if your Region has legislation it wants to get before California State Employees' Association, we must go through the General Council Committees. And, as I mentioned in my message at the last General Executive Council Board approval should be obtained prior to going to California State Employees' Association.

I appreciate your contributions to the Reporter as it is truly the only way that we can communicate directly with each other and exchange thoughts and ideas.



Wesley E. Cater
President

...A recent survey conducted by management of the automotive industry among their hundreds of thousands employees to determine the areas of employee job satisfaction showed the worker priority list ranked in order: (1) full appreciation of work performed; (2) feeling "in" on things; (3) sympathetic help on personal problems; (4) job security and (5) good pay.

Management had predicted employees would rank the items as: (1) good pay; (2) job security; (3) promotion and growth; (4) good working conditions; (5) interesting work.

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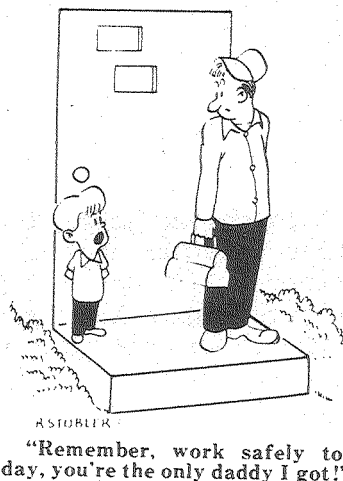
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The pressure of public opinion is like the pressure of the atmosphere; you can't see it—but, all the same, it is 16 pounds to the square inch."

--James Russell Lowell

+++++

If a man can cut sugar cane with either hand, would you call him ambi-dextrose?

+++++

"There's no better sign of brave mind than a hard hand."

--William Shakespeare

+++++

"I hate war as only a soldier who has lived it can, only as one who has seen its brutality, its futility, its stupidity."

--Dwight D. Eisenhower

CSEA TAKES P & R LAYOFF FIGHT TO LEGISLATURE

TO: PARKS AND RECREATION EMPLOYEES:

CSEA has prepared a detailed position letter for the members of the Free Conference Committee, explaining the detrimental effects of the proposed budget reductions on the State Park System.

Following is CSEA's general analysis of the effects of the proposed reductions in the support budget of Parks and Recreation:

1. Reduce staff time in the following areas:
 - . State Park System Plan (\$21,000 - Assembly version)
 - . Statewide and regional planning studies (\$50,000-Assembly version)
 - . Acquisition plans (\$28,161 - Assembly version)
 - . Boundary evaluations (\$20,000 - Assembly version)
 - . Preparation of plans for 1972-73 acquisition program (\$36,000 Senate version)
 - . Liaison with OAC (\$100,000)
2. Reduce reimbursements from item 328, staff time financed from Recreation and Fish and Wild Life Enhancement Act Funds (\$200,000)

As the legislature moves toward the July 1 budget date, CSEA's legislative advocates will be contacting key people in the legislature, explaining how the proposed budget cuts will hurt the employees, the department and especially the California citizen.

If lay offs become a reality, CSEA will make sure that the rights of the employees are protected.

It was agreed by the department, that if demotions in lieu of layoff occur, Red Circle Rates will be approved for all employees affected.

CSEA will keep you informed regarding our progress in the legislature.



Lawrence V. Andreuccetti
Employee Relations Representative

A retirement party is planned for Phyllis and Darrell Knoefler on Saturday, August 7, 1971.

Place - Rossetti's, Wallace, California. One mile east of the San Joaquin/ Calaveras County line on Highway 12 (east Lodi, California).

No host cocktail hour - 7 p.m. til 8 p.m. Dinner - 8 p.m.

Prime Rib - \$4.50 with all the Italian Trimmings
Chicken - \$3.50 per plate

R.S.V.P. by July 31, 1971 to:

Calaveras Big Trees State Park
P. O. Box 686
Arnold, California 95223
Attention: "Knobby Retirement"

Make checks payable to "Knoefler Retirement" for dinner or gift.

Your name _____

Dinner _____

Prime Rib _____

Chicken _____

P. S. If you have any parting bits of advice or pictures out of the past, send them to Calaveras Big Trees for Knobby's retirement book.

To the Editor:

Re: Sierra Lookout, June 18.

There is a taste of bitterness in the referred to article. This taste is shared by us oldtimers whose use of the forest was unhampered by rules, edicts and regulations, and the great bureaucracy of the U.S. Forest service whose knowledge of the "granite summits, alpine lakes, and piney forests" has been derived from the driver's side of a green pick-up.

The original rules were contained in a book issued in 1907---34 pages of plain and succinct language. The "gobble-de-gook" in the present laws is not understood even by those in charge, nor is there agreement as to practical application.

Admittedly, there must be regulation of an over-abundance of humans, and the U.S. Forest service is the logical agency. However, the problem was not recognized until it bit them. The forest service now inaugurates a "police state" operation to cover its deficiencies and, for a small percentage of people, this concept and practice is necessary.

For the large majority it is antagonistic. The public image of the forest service could be enhanced by sending some of the chairwarmers into recreation areas to make personal contact with the campers, fishermen, hikers, hunters and day picnickers. It may be that these messengers can accomplish more good than thousands of printed circulars. It may also be that they can convince the public that the forest is not being raped in the financial interest of the lumber producers.

Let us hope that "Snooper Bear" like his phoney counterpart, "Smokey Bear," sticks his head into a hive of wild bees and rapidly takes his carcass elsewhere.

Wade H. Coffill
Sonora

Institute features more maintenance for dollars spent

The first National Institute on Park and Grounds Maintenance will be held in Milwaukee, Wis. this Fall. The four day meeting will run from November 15 through the 18th at the Sheraton-Schroeder Hotel.

General theme of the conference will be "Getting the Most for Your Maintenance Dollar." Faced with rising costs in labor and equipment, administrators must look to new ideas and more efficient practices to make the most of limited budget dollars.

Sessions will include all phases on maintenance. Top experts on turf, forestry, chemicals, management practices, facilities and area maintenance will be featured on the program. The Institute is timed so that most departments will be at a low point in activity, making it easier for delegates to spend a few days finding out about the latest methods so that these can be incorporated into 1972 budgeting. 1972 models of many types of equipment will also be available by that time for inspection in the exhibits at the Institute.

Milwaukee was picked as the Institute site because of its central location and because of its reputation as a congenial conference city. It offers many attractions and excellent park facilities for delegates who wish to inspect them. Just as with the National Symposium on Park, Recreation and Environment Design, there will be Feedback Sessions where delegates may leisurely discuss topics with speakers. The meeting will attract hundreds of delegates, but its informal design will enable them to have plenty of time to meet friends and discuss mutual problems with others who may have solutions. Plan now to save the dates and attend the conference. More details will appear in future issues of PM.

Those who kill time murder opportunity.

--Evon

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