

HIAWATHA COUNCIL, INC.  
Boy Scouts of America  
600 West Genesee Street  
Syracuse, New York 13204  
(315) 474-8574



OTETIANA COUNCIL, INC.  
Boy Scouts of America  
474 East Avenue  
Rochester, New York 14607  
(716) 244-4210

## Adirondack Scout Reservation

*at Massawepie — Sabattis  
The Trail to Adventure*

Dear Camp Staff Member:

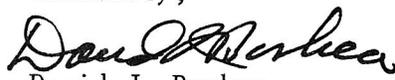
It is a pleasure to welcome you to the 1990 Adirondack Scout Reservation staff. Enclosed you will find several items as follows:

1. FIVE COPIES OF YOUR STAFF AGREEMENT. Please sign all copies and return the original and three copies to your Scout Servicenter.
2. EMPLOYEE'S WITHHOLDING EXEMPTION CERTIFICATE. Please complete this form and return with your signed agreement. You MUST have a Social Security number in order to be paid at camp, so be sure your Social Security number is correct on the agreement. If you do not have a Social Security number yet, please file for one as soon as possible and let this office know what it is or you cannot receive a paycheck.
3. APPLICANT STATEMENT OF ELIGIBILITY. Please sign and return with a copy of two forms of identification (Social Security card plus one other). WE MUST HAVE THIS FORM ON FILE FOR EVERY PAID EMPLOYEE.
4. PERSONAL HEALTH AND MEDICAL RECORD FORM - CLASS 3. Please use this form when you get an examination at your cost. You must obtain your physical before you arrive at camp. Bring your medical form with you, do not mail it in early.
6. REGISTRATION. It is required that all camp staff members be registered with the Boy Scouts of America. Please indicate on your agreement if you are currently registered and in what capacity. If you are not currently registered, fill out the enclosed application and return it to the Council Servicenter with a \$7.00 check to cover registration.

In addition, please note the following:

- Working Papers - Staff members under 18 must have working papers. These can be secured from your respective school system. Complete all paper work required and bring your work papers to camp.
- First Aid - All staff members should have completed either Standard Red Cross First Aid or Standard (Modular) First Aid before coming to camp.
- Staff Orientation - For new staff members and parents there will be a staff orientation meeting on Monday, May 21, 7:00 P.M. at the Syracuse Servicenter and Tuesday, May 22, 7:00 P.M. at the Rochester Servicenter.

Sincerely,

  
David J. Boshea  
Reservation Director

**KEY DATE:** June 23 - Staff reports to Massawepie or Sabattis for evening meal.

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Adirondack  
Scout  
Reservation

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ADIRONDACK SCOUT RESERVATION  
EMPLOYMENT AGREEMENT

NAME: Jeremy Whitmore AGE ON JULY 1 18 BIRTH DATE: [REDACTED]  
ADDRESS: [REDACTED] Rochester, NY ZIP: 14623  
PHONE: (H) [REDACTED] (B) [REDACTED] SOCIAL SECURITY # [REDACTED]  
Registered BSA Yes No (If no, application & fee enclosed)  
UNIT: \_\_\_\_\_ COUNCIL: \_\_\_\_\_  
RANK: \_\_\_\_\_ POSITION: \_\_\_\_\_

is hereby accepted for employment at the ADIRONDACK SCOUT RESERVATION in the position shown below, and for such other duties as may be assigned by the Director of the camp, for the period and compensation listed below. The compensation covers all pre-camp and post-camp preparation and training that may be necessary for a successful completion of the camp operations.

POSITION: Office Manager CAMP ASSIGNED: Mountaineer  
EMPLOYMENT PERIOD FROM June 23, 1990 TO August 18, 1990

SPECIAL TERMS: \_\_\_\_\_

TOTAL SALARY: \$1,000.00 INCLUDES FOOD AND LODGING

The ADIRONDACK SCOUT RESERVATION reserves the right to cancel this agreement, in writing, in full or in part: (a) in the event of unsatisfactory service; (b) for personal conduct not in accordance with Scouting standards; (c) or should conditions force a reduction in the size of the staff for part or all of the camping season. Should it be essential to cancel this agreement, for any reason, the staff member will be paid only for the portion of the season which he or she has served.

The camp staff member (and parent or guardian, as required\*) indicates their acceptance of the terms above and on the reverse side by affixing his signature.

SIGNATURE OF STAFF MEMBER: \_\_\_\_\_ DATE: \_\_\_\_\_

NOTE: This agreement must be returned to the Council Service Center within 30 days from the date below or it may be considered null and void. The Adirondack Scout Reservation accepts the terms of employment as indicated above.

RESERVATION DIRECTOR: [Signature] DATE: 2-7-90

CAMP DIRECTOR: [Signature] DATE: 2/1/90

\* NOTE: Where employee is under 18 years of age on the opening date of camp, the signature of parent or legal guardian is required.

SIGNATURE OF PARENT OR LEGAL GUARDIAN: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ ZIP: \_\_\_\_\_

PHONE: BUSINESS # \_\_\_\_\_ HOME # \_\_\_\_\_

1. During the period of employment, the staff member's full time is at the disposal of the camp. Each day presents certain opportunities for personal recreation & program participation. One full day (24 hrs.) off a week will be arranged with the Camp Director. Special evening privileges are available with the permission of the Camp Director.
2. While the specific functions designated on the reverse side may be the chief duties, the staff member agrees to help carry forward the entire program and objectives of the BSA, as determined by the Adirondack Scout Reservation and Reservation Director. Assistance in other than chief duties, such as program assistance, fire details, duty assignments and others, will be determined by the Camp Director.
3. The Reservation exists for the Scout, his patrol and his troop. The home troop leader is responsible for his Scouts. The Reservation Staff exists as program service to the unit & exercises supervision & control over any group of Scouts, through the unit's own leadership, whether adult or boy-elected.
4. The official summer Boy Scout uniform will be the official uniform of the Adirondack Scout Reservation. This includes the Scout or Explorer short-sleeved shirt, khaki short pants, long stockings & belt. One such complete uniform is required & is worn at retreat, supper, Saturday & Sunday. A minimum of two are recommended. Certain staff members may wear other prescribed clothing, such as doctors, chefs & kitchen workers as directed by the Reservation Director. At all other times, a modified summer camp uniform may be worn as determined by the Reservation Director.
5. Conduct of a staff member, both in camp & outside, will be of the highest standard, whether in uniform or civilian clothes, & should not interfere with camp morale, or undesirably influence the camp reputation in the community. Lack of good conduct may be considered as cause for dismissal. Staff living quarters will be inspected regularly to assure clean, safe & sanitary conditions.
6. ALCOHOL BEVERAGES/CONTROLLED SUBSTANCE: No use of any of the aforementioned will be permitted by staff members on the Reservation. Violation of this will constitute grounds for immediate dismissal.
7. A satisfactory "Certificate of Health" is required upon arrival at camp, the examination for which has been made on the official Scout form before departure of camp. The certificate should be completed within 60 days before arrival at camp.
8. Staff members 16 & 17 years inclusive must obtain a Certificate of Vacation Employment as directed by New York State Law. Application forms are issued by the Board of Education or at your local school. All work permits must be turned in to the Service Center before camp.
9. Compensation is subject to withholding tax determined by the government. Such deductions will be made from salary payments in accordance with tax laws.
10. Social Security payments will be deducted from all salary. All staff members must turn in their Social Security numbers to the Camp Director before arrival at camp. No payments will be made without a Social Security number.
11. No payments in advance of the regularly scheduled dates will be permitted except by special authorization of the Reservation Director.
12. Staff members may bring their cars to camp only with prior written permission of the Reservation Director, & providing they are 18 years of age or older, hold a senior driver's license & have above-minimum insurance coverage. Be prepared to submit a copy of the insurance certificate & the owner's permission. Non-compliance with reservation vehicle use policies will require the removal of the vehicle from camp.
13. No ATV's, motorcycles, motorbikes, mini-bikes or motorboats are permitted.