

State Arborist Advisory Committee • Madison WI
Arborist • 3-408684018-01-H
Exhibit A - Program Provisions

Approved: March 14, 2016

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be 42 months of not less than 7,000 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 440 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
Adhere to ANSI and employer safety standards for all work.	500
A. Inspect, maintain and use the appropriate personal protective equipment.	
B. Inspect, maintain and use the appropriate tool, equipment or vehicle.	
C. Assess trees for defects and hazards.	
D. Establish and maintain safe work sites and zones.	
E. Demonstrate safety practices unique to working aloft.	
Identify common trees and shrubs in the employer's region.	200
A. Deciduous	
B. Evergreen	
Perform rigging on the ground and aloft.	400
A. Determine the removal plan.	
B. Estimate the maximum load weight based on equipment available.	
C. Install and use a rigging system to lower the load directly to the ground.	
D. Install and use a rigging system to move the load laterally.	
Climb trees safely.	1000
A. Perform a pre-climb inspection of all equipment.	
B. Perform a pre-climb inspection of the tree and site.	
C. Install the climbing line(s) from the ground.	
D. Ascend the tree.	
E. Position to work aloft.	
F. Descend the tree.	
G. Retrieve the rope and equipment from the ground.	
Operate a chain saw on the ground and aloft, and perform field maintenance.	800
A. Safely start and control the chain saw.	

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B. Perform brush cutting.	
C. Perform felling.	
D. Perform limbing and bucking.	
E. Cut wood under tension and compression.	
F. Perform removal cuts.	
G. Perform pruning cuts.	
H. Safely secure and transport the chain saw.	
I. Perform field maintenance.	
Operate a chipper.	300
A. Prepare brush and wood.	
B. Position the chipper.	
C. Chip brush and wood.	
Prune trees and shrubs from the ground and aloft, according to ANSI A300.	1000
A. Demonstrate awareness of the three reasons for pruning.	
B. Determine the pruning objective(s).	
C. Perform pruning cuts using the appropriate hand tools and pole tools.	
D. Perform crown thinning.	
E. Perform crown cleaning.	
F. Perform crown reduction.	
G. Perform crown raising.	
H. Perform structural pruning.	
I. Perform pruning of shrubs.	
Perform plant health care activities, including using a motorized spray rig.	1000
A. Plant trees according to ANSI A300.	
B. Identify common pests, diseases, and non-infectious disorders in employer's region.	
C. Perform spray treatments according to employer practices.	
D. Perform trunk injection treatments.	
E. Perform soil injection treatments.	
F. Perform basal trunk & soil excavation	
Remove trees and shrubs.	800
A. Remove limbs.	
B. Remove trunk sections.	
C. Fell trunks or entire tree.	
D. Grind stumps.	
Local Optional Work Processes	560
A. Operate vehicles with or without trailer.	
B. Operate aerial lifts.	
C. Operate stump grinder.	
D. Participate in responses to storms and emergency situations.	
E. Install tree support and lightning protection systems.	
Paid Related Instruction	440
TOTAL	7000

The above schedule is to include all operations and such other work as is customary in the trade.

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MINIMUM COMPENSATION TO BE PAID:

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05). The apprentice may not be started at less than the minimum wage.

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved:	N/A
School credit hours approved:	
Paid related instruction:	N/A
Unpaid related instruction:	N/A
Total credit hours to be applied to the term of the apprenticeship:	N/A

SPECIAL PROVISIONS:

The apprentice must perform the following in order to successfully complete the program:

1. Obtain basic First Aid and CPR and OSHA 10 certifications in the first year of the program and maintain them throughout the program.
2. Obtain a State of Wisconsin Pesticide Applicator Certification or equivalent.
3. Earn the International Society of Arboriculture Certified Tree Worker Climber Specialist credential.
4. Successfully complete Transition to Trainer in the final year of the program.

The apprentice may be required by the employer to perform the following in order to successfully complete the program:

1. Obtain a Commercial Driver's License
2. Earn the International Society of Arboriculture Certified Arborist credential.