

State Arborist Committee • Madison WI  
 Arborist • 03-408684018-01-H  
 Exhibit A - Program Provisions

**Approved: 6/14/2019**

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Hybrid, which has been established to be 36 months of not less than 6,440 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 occupation.

**PROBATIONARY PERIOD:** The probationary period shall be the first 6 months of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

**PAID RELATED INSTRUCTION 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 occupation, 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 appropriate personal protective equipment.	
B. Inspect vehicles and towed units.	
C. Use appropriate gear and/or equipment.	
D. Assess tree risk and site.	
E. Perform a job briefing and worksite set up.	
Perform plant health care diagnostics.	300
A. Identify common deciduous trees and shrubs.	
B. Identify common conifer trees and shrubs.	
C. Evaluate tree for vitality and vigor.	
D. Identify signs and symptoms of common damaging insects/mites.	
C. Identify signs and symptoms of common diseases of trees and shrubs.	
F. Evaluate for abiotic stresses of trees and shrubs.	
Perform rigging on the ground and aloft.	500
A. Estimate load dynamics.	
B. Install a rigging system.	
C. Use a rigging system to lower the load directly to the ground.	
Access trees.	900
A. Perform a pre-work inspection of all equipment.	
B. Perform a pre-work inspection and planning of job site.	
C. Install work positioning lines from the ground.	
D. Ascend the tree.	
E. Maneuver through the canopy.	
F. Descend from the tree.	
G. Retrieve all gear.	

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Operate a chainsaw on the ground and aloft.	750
A. Prepare the chainsaw.	
B. Operate the chainsaw.	
C. Move with the chainsaw.	
D. Perform field maintenance.	
Operate a chipper.	300
A. Prepare to chip.	
B. Chip debris.	
Prune trees and shrubs from the ground and aloft, according to ANSI A300 standards.	1000
A. Create a pruning plan.	
B. Perform pruning cuts.	
C. Demonstrate natural pruning.	
D. Perform pruning of shrubs.	
Remove trees and shrubs.	750
A. Create a removal plan.	
B. Perform tree felling.	
C. Remove trunk sections.	
D. Perform limbing and bucking.	
Local Optional Work Processes	1000
A. Operate vehicles with or without trailer.	
B. Operate aerial lifts.	
C. Operate stump grinder.	
D. Operate loaders.	
E. Perform plant health care activities.	
F. Participate in responses to storms and emergency situations.	
G. Install tree support and lightning protection systems.	
Paid Related Instruction	440
TOTAL	6440

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

**MINIMUM COMPENSATION TO BE PAID:**

N/A

The base skilled wage rate is N/A per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

**CREDIT PROVISIONS:** The apprentice, granted credit at the start or during the term of the apprenticeship, shall  
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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 to successfully complete the program:

- A. Obtain basic First Aid and CPR in the first year of the program and maintain them throughout the program.
- B. Obtain a State of Wisconsin Pesticide Applicator Certification as part of paid related instruction.
- C. Successfully complete Transition to Trainer in the final year of the program.

The apprentice may be required by the employer to earn industry credentials from the International Society of Arboriculture and/or the Tree Care Industry Association to successfully complete the program.