

**Division of Apprenticeship Standards (DAS)
Apprenticeship Program Summary Sheet**

To: Eric Rood, Chief
From: Mike Quiroz
CC: Program Planning and Review
Date: June 29, 2021

Program Name: The Academy - Arborist Apprenticeship Program
Industry: Tree Care & Arboriculture
DAS File No.: 100710
CAI Grant Awardee: No

Actions:

- Proposed new apprentice program
- Existing apprenticeship program adding new occupations
- Existing apprenticeship program expanding area of operations
- Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

None

Request for Approval under Labor Code 3075:

The Academy - Arborist Apprenticeship Program intends to train in the building and construction trades and intends to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

The Academy is an arborist training company that was founded in 2019 by the owners of Kingsborough Atlas Tree Surgery, Inc., and their associates. Kingsborough Atlas Tree Surgery, Inc has been in business for nearly 40 years and has grown to become the largest privately-owned tree care company in Sonoma, Napa, and Marin Counties. The Mission at Atlas is "To elevate the standard of our industry through safety, training, and innovation." Our Vision is that "Atlas will leave a legacy as the most sustainable, most diverse, and most innovative company in the world." Consistent with that Mission and Vision, the founders of Kingsborough Atlas and their professional associates founded "The Academy" to bring about positive change in the industry. The mission of The Academy is to: "Save Future Lives by Elevating The Standard." The Academy provides a training ground with world-class instructors leading intensive boot-camp-style training that focuses on the practical application of knowledge and skills in a safety-controlled environment. Students of all levels drill on foundational and advanced skills relevant to the arboriculture profession with safety and professionalism at the core. Academy graduates leave with a new-found love for the industry, pride, respect for their peers, enhanced job skills, confidence, and are better prepared to perform high-risk arboriculture work safely. In developing our program, The Academy conducted a detailed job-task analysis with a panel of subject matter experts and vetted our curriculum through American River College. We also presented the program to the Sonoma County Adult Educational Consortium and Santa Rosa Junior College to expand the program with their support after the current COVID-19 driven operations have normalized. The curriculum is aligned with industry-standard certifications and training from the Tree Care Industry Association (TCIA) and the International Society of Arboriculture (ISA). The Academy Arborist Apprenticeship Program offers 3 occupational tracks. Two 18-month tracks include the traditional occupations of Groundsman/Tree worker, and Climber/Tree worker. The 18-month programs provide opportunities for professional recognition and Journeyman status within the occupational specialties that were traditionally only recognized as specialty qualifications. The 18-month time requirement is consistent with the time requirements that currently apply to ISA Certified Tree Workers. Apprentices who have completed an 18 month program may continue their training and pursue the Arborist Track. The 24-month Arborist track provides a path for Groundsman/Tree Workers and Climber/Tree Workers to become a recognized Journeyman Arborist and in alignment with the current ISA Certified Arborist experience requirements for Associates Degree and "Assessed Training" certificate holders. Apprentices who meet all ISA eligibility requirements may pursue additional certifications through ISA.

The Academy - Arborist Apprenticeship Program will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following items:

Proposed Occupation, Wage Rate & O*Net Code:

- Arborist O*Net: 37-3013.00
Journeyman Wage: See Standards
Proposed Apprentice Wage: See Standards
Proposed No. of Apprentices: 10
- Groundsman/Tree Worker O*Net: 37-3013.00
Journeyman Wage: See Standards
Proposed Apprentice Wage: See Standards
Proposed No. of Apprentices: 10
- Climber/Tree Worker O*Net: 37-3013.00
Journeyman Wage: See Standards
Proposed Apprentice Wage: See Standards
Proposed No. of Apprentices: 10

Proposed Employers:

- Kingsborough Atlas Tree Surgery, Inc. - 1544 Ludwig Avenue Santa Rosa, CA 95403
- Evergreen Tree Care - Santa Rosa, 2680 Cloverdale Ave. Concord, CA 94518 CA 95403

The Academy - Arborist Apprenticeship Program
Program Standards

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APPRENTICESHIP STANDARDS

of

The Academy - Arborist Apprenticeship Program

ARTICLE I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as management association undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

ARTICLE II Craft, Trade, Occupation

Occupation	O*Net Code	Attachment
Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE III Organization

There is hereby established the above named unilateral apprenticeship committee, covering Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, El Dorado, Fresno, Glenn, Inyo, Kern, Kings, Lake, Madera, Marin, Mariposa, Mendocino, Merced, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz, Sierra, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Tuolumne, Yolo, and Yuba counties. The committee shall consists of 11 members, who shall be selected by and represent the employer organization (s) signatory hereto, and one (1) apprenticeship consultant representing the Division of Apprenticeship Standards. In addition, thereto, there shall be one (1) advisor from the local school district(s) and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

ARTICLE IV Jurisdiction

These standards shall apply to the employer organization signatory hereto; their members, other employers who subscribe hereto, and to all apprentice agreements hereunder.

ARTICLE V Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;
- 3) establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
- 4) ensure mobility between employers when essential to provide exposure and training in various work processes;
- 5) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 6) aid in the adjustment of apprenticeship disputes;
- 7) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards; adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
- 3) oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;

- 4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 5) provide a progressively increasing wage, employee benefits and other compensation of the apprentice, as set by CCR Section 208;
- 6) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 7) conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;
- 8) determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
- 9) pass upon the qualifications of apprentice applicants;
- 10) file a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to the agreement;
- 11) establish and maintain a record system for on-the-job training and related instruction;
- 12) use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
- 13) provide disciplinary procedures for apprentices including provisions for fair hearings;
- 14) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
- 15) implement a program for training and education regarding illegal discrimination and sexual harassment;
- 16) prepare and submit an annual Self-Assessment Review and Program Improvement Plan;
- 17) participate in the development of, and/or comply with approved industry training criteria;
- 18) ensure there is meaningful representation of the interests of apprentices in the management of the program.

(Establish an advisory panel in which apprentices are at least equally represented. The apprentice shall be represented on the advisory panel by at least three representatives, of the apprentice's choice, who shall have full voice and vote on the panel except as to financial matters of matters that related to the administration or structure of an employee benefit plan or the administration or operation of a trust fund. The representative of the apprentices shall be selected by way of a secret ballot election among the apprentices conducted by the apprenticeship program not less than once every two (2) years. The advisory

panel shall meet not less than once every quarter to address issues and concerns raised by and affecting the apprentices in the program.)

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer and by the program sponsor and by the apprentice and must be approved by the apprenticeship committee;
- 2) Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein;

ARTICLE X Termination and Transfer of Agreements

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason;
- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

ARTICLE XI Related and Supplemental Instruction

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE XII Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
- 2) There shall be no liability on the part of the employer or the JAC for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE XV Ratio

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
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Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE XVI Wage Schedule

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE XVII Work Training

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Arborist	37-3013.00	B-1
Groundsman/Tree Worker	37-3013.00	B-2
Climber/Tree Worker	37-3013.00	B-3

ARTICLE XVIII Safety, Health and Recognition of Illegal Discrimination and Sexual Harassment

- 1) Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards;
- 2) Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment;

ARTICLE XIX Certificate of Completion

- 1) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council.
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).

- 3) An apprentice may be credited time for previous experience if that experience is of an approved nature and shall have completed not less than six months as an apprentice.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

Each subscribed employer will be responsible for complying with the California Plan for Equal Opportunity in Apprenticeship requirements. (See Attachment C)

The Academy - Arborist Apprenticeship Program agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted on _____.
(Committee approval date)

Phil Rogacki Academy-Trained Co-Founder CEO President of Kingsborough Atlas Tree Surgery, phil@academy-trained.com phil@atlas-tree.com 1544 Ludwig Ave, Santa Rosa, CA 95407 (707) 523-4399	Date
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The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved _____.
(DAS approval date)

Eric Rood, Chief Division of Apprenticeship Standards	Date
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Attachment A

List of Committee Members

The Academy - Arborist Apprenticeship Program
1544 Ludwig Ave, Santa Rosa, CA 95407

Name: Rich Kingsborough

Title: CEO/Founder

Organization: Kingsborough Atlas Tree Surgery, Inc. (CEO/Founder) Academy-Trained (Co-Founder)

Address: 1544 Ludwig Ave, Santa Rosa, CA 95407

Phone: (707) 523-4399

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Address: 1544 Ludwig Ave, Santa Rosa, CA 95407

Phone:(707) 523-4399

Email: bob@atlas-tree.com

Name: Phil Rogacki

Title: President (Committee Chair)

Organization: Kingsborough Atlas Tree Surgery, Inc. (President) and Academy-Trained (Co-Founder and CEO)

Address: 1544 Ludwig Ave, Santa Rosa, CA 95407

Phone: (707) 523-4399

Email: phil@atlas-tree.com

Name: Jared Abrojena

Title: President (Academy-Trained) Co-Owner (Evergreen Tree Care)

Organization: Academy-Trained and Evergreen Tree Care

Address: 1544 Ludwig Ave, Santa Rosa, CA 95407

Phone: (707) 523-4399

Email: jared@academy-trained.com

Name: Robert Lehman

Title: Director of Organizational Development (Committee Secretary)

Name: Patrick Morgan

Title: Safety Training and Risk (S.T.A.R) Specialist

Organization: Kingsborough Atlas Tree Surgery, Inc. (S.T.A.R)

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Specialist), Academy-Trained
Instructor

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Name: John Rector

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Arborist

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Journeyman

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Name: Luke Peters

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Name: Todd Eisenhauer

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Tree Surgery

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Committee Advisors

Name: John McCormack

Title: Interim Associate Dean of Apprenticeship

Organization: American River College

Address: 4700 College Oak Dr, Sacramento, CA 95841

Phone: (951) 310-6959

Email: mccormj@arc.losrios.edu

Name: Mike Quiroz

Title: Apprenticeship Consultant

Organization: Division of Apprenticeship Standards

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Phone: (408) 277-8220

Email: mvquiroz@dir.ca.gov

Attachment B-1

Training Schedule and Working Conditions

The Academy - Arborist Apprenticeship Program

OCCUPATION(S)

Occupation	O*Net Code
Arborist	37-3013.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 4,000 on-job-training (OJT) hours, 336 – 368 related and supplemental instruction (RSI) hours, and completed within 24 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be six (6) months.

ARTICLE II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices In the Building And Construction Industry Employed On Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for

the Office of Policy, Research, and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

- 1) A starting hourly wage package for first- period apprentices of not less than 40 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journey person(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
- 3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
- 4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
- 5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and

- geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Additional Provisions

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journeyperson(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journeyperson or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.

3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

Work Processes	Approximate Hours
A. Conduct arboriculture ground operations	500
B. Conduct arboriculture aerial lift operations	200
C. Conduct arboriculture climbing operations	300
D. Conduct arboriculture plant health care operations	600
E. Operate arborist tools and equipment and machinery	400
F. Perform uncommon or specialty arborist operations required by employer	100
G. Identify and use arborist information resources	500
H. Practice safety and environmental health for arboriculture operations	400
I. Prepare for and respond to emergencies during arboriculture operations	300
J. Perform common arborist tasks related to teamwork, supervision, and leadership	350
K. Perform customer service, sales, and business development for arboriculture operations	350
Total Hours:	4,000

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Academy-Trained.

Time spent in related and supplemental instruction may not be compensated.

Courses	Approximate Hours
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Months 0-6

Complete courses from one of the 2 apprentice occupations	108-120 Hours
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(See Attachments: Groundsman/Tree Worker (B1-A), Climber/Tree Worker (B1-B))

Months 6-12

Complete courses from one of the 2 apprentice occupations 76-96 Hours
(See Attachments: Groundsman/Tree Worker (B1-A), Climber/Tree Worker (B1-B))

Months 12-18

Complete courses from one of the 2 apprentice occupations 80 hours
(See Attachments: Groundsman/Tree Worker (B1-A), Climber/Tree Worker (B1-B))

Months 18-24

ISA Certified Arborist exam prep course 40 hours
Electives approved by employer or journeyman 24 hours
Capstone project for Journeyman Arborist 8 hours

ARTICLE V Ratio

A qualified employer may employ one (1) apprentice(s) when at least one (1) journeyman(s) is/are regularly employed, and three (3) additional apprentice(s) for each one (1) journeyman(s) employed.

ATTACHMENT B1-A

Related Instruction

The Academy - Arborist Apprenticeship Program

OCCUPATION(S)

Occupation	O*Net Code
Groundsman/Tree Worker	37-3013.00

Courses	Approximate Hours
Months 0-6	
Onboarding and General or Mandated Training	4
Industry orientation and ground operations fundamentals in arboriculture	8
Tree biology in arboriculture	2
Plant health care operations fundamentals in arboriculture	2
Tree and shrub identification in arboriculture	2
Common plant disorders and treatments in arboriculture	2
Commercial vehicle operation and licensing	8
Chainsaw operation, safety, and inspection in arboriculture	8
Chipper operation, safety, and maintenance in arboriculture	4
Aerial lift operation, safety, and maintenance in arboriculture	8
Stump grinder operation, safety, and maintenance in arboriculture	8
Personal protective equipment in arboriculture	2
Safety and occupational health in arboriculture	4
Hazard awareness and injury prevention in arboriculture	12
Introduction to rigging and dismantling in arboriculture	8

Executing basic chainsaw cuts on the ground	8
Emergency planning and response in arboriculture	8
Leadership and management in arboriculture	2
Arboriculture electives approved by employer and journeyman	8

Months 6-12

Pruning from the ground in arboriculture	8
Felling low-risk low target trees in arboriculture	8
Ground rigging and dismantling in arboriculture	16
Aerial rescue scenarios and application in arboriculture	8
Commercial vehicle operation and licensing in arboriculture	8
Mini-skid steer operation in arboriculture	8
Skid steer operation in arboriculture	8
Specialized equipment operation in arboriculture	4
Arboriculture electives approved by employer and journeyman	8

Months 12-18

Felling higher risk higher target trees in arboriculture	16
Conducting pruning, rigging and dismantling in an aerial lift in arboriculture	16
Conducting crane operations in arboriculture	8
Leadership and management in arboriculture	16
Arboriculture electives approved by employer and journeyman	16
Capstone project for Groundsman/Tree Worker	8

Total Hours 264

ATTACHMENT B1-B

Related Instruction

The Academy - Arborist Apprenticeship Program

OCCUPATION(S)

Occupation	O*Net Code
Climber/Tree Worker	37-3013.00

Courses

Approximate Hours

Months 0-6

Onboarding and General or Mandated Training	4
Industry orientation and fundamentals in arboriculture	8
Tree biology in arboriculture	2
Plant health care operations fundamentals in arboriculture	2
Tree and shrub identification in arboriculture	2
Common plant disorders and treatments in arboriculture	2
Commercial vehicle operation and licensing	8
Chainsaw operation, safety, and inspection in arboriculture	8
Personal protective equipment in arboriculture	2
Safety and occupational health in arboriculture	4
Hazard awareness and injury prevention in arboriculture	12
Introduction to rigging and dismantling in arboriculture	8

Executing basic chainsaw cuts on the ground in arboriculture	8
Emergency planning and response for arboriculture operations	8
Executing basic chainsaw cuts aloft in arboriculture	8
Leadership and management in arboriculture	2
Climbing Ops fundamentals and practice in arboriculture	24
Arboriculture electives approved by employer and journeyman	8

Months 6-12

Pruning standards and best management practices in arboriculture	8
Felling low-risk low target trees in arboriculture	8
Rigging and dismantling from the ground and aloft (basic to intermediate) in arboriculture	24
Aerial rescue scenarios and application in arboriculture	16
Commercial vehicle operation and licensing	8
Climbing and work positioning with MRS in arboriculture	8
Climbing and work positioning with SRS in arboriculture	8
Climbing and work positioning on a spar in arboriculture	8
Arboriculture electives approved by employer and journeyman	8

Months 12-18

Climbing and pruning in arboriculture	16
Advanced Climbing rigging and dismantling in arboriculture	24
Utility Line Clearance in arboriculture	8
Leadership and management in arboriculture	16
Arboriculture electives approved by employer and journeyman	8
Capstone project for Climber/Tree Worker	8

Total Hours 296

Attachment B-2

Training Schedule and Working Conditions

The Academy - Arborist Apprenticeship Program

OCCUPATION(S)

Occupation	O*Net Code
Groundsman/Tree Worker	37-3013.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 3,000 on-job-training (OJT) hours, 264 related and supplemental instruction (RSI) hours, and completed within 18 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be four (4) months.

ARTICLE II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices In the Building And Construction Industry Employed On Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for the Office of Policy, Research, and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

- 1) A starting hourly wage package for first- period apprentices of not less than 40 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journey person(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
- 3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
- 4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;

- 5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Additional Provisions

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journey person(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journey person or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.

- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
- 3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

Work Processes	Approximate Hours
A. Conduct arboriculture ground operations	750
B. Conduct arboriculture aerial lift operations	300
C. Conduct arboriculture climbing operations	100
D. Conduct arboriculture plant health care operations	100
E. Operate arborist tools and equipment and machinery	500
F. Perform uncommon or specialty arborist operations required by employer	100
G. Identify and use arborist information resources	200
H. Practice safety and environmental health for arboriculture operations	400
I. Prepare for and respond to emergencies during arboriculture operations	300
J. Perform common arborist tasks related to teamwork, supervision, and leadership	200
K. Perform customer service, sales, and business development for arboriculture operations	50
Total Hours	3,000

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Academy-Trained

Time spent in related and supplemental instruction may not be compensated

Courses	Approximate Hours
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Months 0-6

Onboarding and General or Mandated Training	4
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Industry orientation and ground operations fundamentals in arboriculture	8
Tree biology in arboriculture	2
Plant health care operations fundamentals in arboriculture	2
Tree and shrub identification in arboriculture	2
Common plant disorders and treatments in arboriculture	2
Commercial vehicle operation and licensing	8
Chainsaw operation, safety, and inspection in arboriculture	8
Chipper operation, safety, and maintenance in arboriculture	4
Aerial lift operation, safety, and maintenance in arboriculture	8
Stump grinder operation, safety, and maintenance in arboriculture	8
Personal protective equipment in arboriculture	2
Safety and occupational health in arboriculture	4
Hazard awareness and injury prevention in arboriculture	12
Introduction to rigging and dismantling in arboriculture	8
Executing basic chainsaw cuts on the ground in arboriculture	8
Emergency planning and response in arboriculture	8
Leadership and management in arboriculture	2
Arboriculture electives approved by employer and journeyman	8

Months 6-12

Pruning from the ground in arboriculture	8
Felling low-risk low target trees in arboriculture	8
Ground rigging and dismantling in arboriculture	16
Aerial rescue scenarios and application in arboriculture	8
Commercial vehicle operation and licensing	8
Mini-skid steer operation in arboriculture	8
Skid steer operation in arboriculture	8
Specialized equipment operation in arboriculture	4
Arboriculture electives approved by employer and journeyman	8

Months 12-18

Felling higher risk higher target trees in arboriculture	16
Conducting pruning, rigging and dismantling in an aerial lift in arboriculture	16
Conducting crane operations in arboriculture	8
Leadership and management in arboriculture	16
Arboriculture electives approved by employer and journeyman	16
Capstone project for Groundsman/Tree Worker	8

Total Hours 264

ARTICLE V Ratio

A qualified employer may employ one (1) apprentice(s) when at least one (1) journeyperson(s) is/are regularly employed, and three (3) additional apprentice(s) for each one (1) journeyperson(s) employed.

Attachment B-3

Training Schedule and Working Conditions

The Academy - Arborist Apprenticeship Program

OCCUPATION(S)

Occupation	O*Net Code
Climber/Tree Worker	37-3013.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 3,000 on-job-training (OJT) hours, 296 related and supplemental instruction (RSI) hours, and completed within 18 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be four (4) months.

ARTICLE II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices In the Building And Construction Industry Employed On Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for

the Office of Policy, Research, and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

- 1) A starting hourly wage package for first- period apprentices of not less than 40 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journey person(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
- 3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
- 4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
- 5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and

- geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Additional Provisions

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journey person(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journey person or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.

3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

Work Processes	Approximate Hours
A. Conduct arboriculture ground operations	200
B. Conduct arboriculture aerial lift operations	200
C. Conduct arboriculture climbing operations	750
D. Conduct arboriculture plant health care operations	100
E. Operate arborist tools and equipment and machinery	300
F. Perform uncommon or specialty arborist operations required by employer	100
G. Identify and use arborist information resources	200
H. Practice safety and environmental health for arboriculture operations	400
I. Prepare for and respond to emergencies during arboriculture operations	350
J. Perform common arborist tasks related to teamwork, supervision, and leadership	300
K. Perform customer service, sales, and business development for arboriculture operations	100
Total Hours	3,000

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Academy-Trained.

Time spent in related and supplemental instruction may not be compensated.

Courses	Approximate Hours
Months 0-6	
Onboarding and General or Mandated Training	4
Industry orientation and Fundamentals in arboriculture	8
Tree Biology in arboriculture	2
Plant health care operations fundamentals in arboriculture	2

Tree and shrub identification in arboriculture	2
Common plant disorders and treatments in arboriculture	2
Commercial vehicle operation and licensing	8
Chainsaw operation, safety, and inspection in arboriculture	8
Personal protective equipment in arboriculture	2
Safety and occupational health in arboriculture	4
Hazard awareness and injury prevention in arboriculture	12
Introduction to rigging and dismantling in arboriculture	8
Executing basic chainsaw cuts on the ground in arboriculture	8
Emergency planning and response in arboriculture	8
Executing basic chainsaw cuts aloft in arboriculture	8
Leadership and management in arboriculture	2
Climbing Ops fundamentals and practice in arboriculture	24
Arboriculture electives approved by employer and journeyman	8
Months 6-12	
Pruning standards and best management practices in arboriculture	8
Felling low-risk low target trees in arboriculture	8
Rigging and dismantling from the ground and aloft (basic to intermediate) in arboriculture	24
Aerial rescue scenarios and application in arboriculture	16
Commercial vehicle operation and licensing in arboriculture	8
Climbing and work positioning with MRS in arboriculture	8
Climbing and work positioning with SRS in arboriculture	8
Climbing and work positioning on a spar in arboriculture	8
Arboriculture electives approved by employer and journeyman	8

Months 12-18

Climbing and pruning in arboriculture	16
Advanced Climbing rigging and dismantling in arboriculture	24
Utility Line Clearance in arboriculture	8
Leadership and management in arboriculture	16
Arboriculture electives approved by employer and journeyman	8
Capstone project for Climber/Tree Worker	8
Total Hours	296

ARTICLE V Ratio

A qualified employer may employ one (1) apprentice(s) when at least one (1) journeyman(s) is/are regularly employed, and three (3) additional apprentice(s) for each one (1) journeyman(s) employed.