



TREE TRIMMER - LABORER

JOB DESCRIPTION

POSITION PURPOSE:

Working under the Director of Operations and the Tree Trimmer – Working Foreman – Climber, the Tree Trimmer – Laborer performs tree trimming and preservation work. This position works with a small crew of two to three individuals to remove trees and brush near and around high voltage power lines and maintain clearances on all right-of-ways. The Tree Trimmer – Laborer must be committed to SED's mission of providing safe, affordable, and reliable energy services and must understand the impact the position has to the safety of SED's employees and the 4,200+ customers we serve in our community.

ESSENTIAL JOB FUNCTIONS: This is not an all-inclusive list and is only intended to represent key areas of responsibility. Employees of SED as expected to perform other duties as assigned.

- Availability to assist during storm restoration which may occur outside of regular business hours.
- Performs the trimming and/or removal of trees, limbs, and brush growing in or near power lines. This includes working on customer's property and within the ROW.
- Proper care and maintenance of all SED equipment including vehicles, chainsaws, chippers, tools, ropes and safety equipment.
- Ambassador of safety to themselves and others by displaying outstanding safety practices and participating in on-going safety and other related training.
- Participates in daily tail boarding and safety inspections on equipment.
- Assuring that the trimmed areas are left in an orderly and clean state.
- Uses, chippers, saws and other related equipment.
- Performs grounds person work by removing the cut limbs and brush from the area and participating in site safety regulations.
- Uses ropes, pruning poles, files and other tools and equipment in pruning activities.
- Representation of superior customer service when interacting with customers in the field.
- Learns and demonstrates an understanding of the regulations governing all aspects of the Utility Arboricultural/Line Clearance industry.
- Other assigned duties may include flagging, shoveling, garage maintenance.
- Travel to other utilities outside of the SED territory will be required.



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NON-ESSENTIAL FUNCTIONS:

- Performs other duties as assigned including working as a team member to solve problems outside of the Tree Trimmer Laborer scope of duties. This position should also focus on developing strong working relationships with employees throughout the organization and look for opportunities to collaborate or support other departments in order to help with companywide objectives, tasks, and projects.

DAILY MANAGEMENT RESPONSIBILITIES:

- None

EQUIPMENT AND SAFETY:

- Tree trimming crews will be enrolled in an SED managed clothing program. Each crew member will be allowed an amount of \$12.00 per week for the rental of employee's choice of clothing from an available catalogue.
- In addition to the managed rental program, SED will supply the tree trimming crew with an annual allowance of \$100.00 per employee for the purchase of winter jackets, sweatshirts, pants. There will be no carry-over of unused balances. The annual period is based on a calendar year. New employees will be allowed an initial purchase of \$300.00 during the first winter employed with SED and shall be subject to the annual allowance thereafter.
- SED will provide tree trimming crews with all the equipment necessary to safely perform their duties including climbing equipment, non-prescription safety glasses, hard hats and regular training.
- Tree trimming crews will be provided \$225.00 annually for the purchase of approved footwear (i.e. boots). There will be no carry-over of unused balances. The annual period is based on a calendar year.
- All personal equipment, protective gear, tools, communication devices, etc., purchased for an employee shall remain the property of SED. As such, it is incumbent upon each Employee to always maintain and care for these materials. All such items provided to Employees by SED shall be returned to SED when directed by Management or by Employee separation. Employees shall be responsible for providing replacements of such items, except for losses attributable to normal wear and tear or incidents beyond the control of the Employee, in which case SED shall authorize replacement at SED's expense.



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- SED will provide regular training in CPR, safety, and the education and training needed to complete or maintain a CDL, certification for arborist, utility specialist, climber specialist, aerial lift specialist, master arborist and tree care safety professional.

CONDITIONS:

- This position will require pre-employment drug testing, enrollment in the FMSCA Clearing House and random drug testing program.
- This position is included in the IBEW Local 300 bargaining unit and is subject to the rules, regulations, and benefits of the ratified contract in effect at the time of employment and any subsequent ratified contracts.
- SED employees are considered at-will employees.

NECESSARY SKILLS, EDUCATION AND EXPERIENCE:

- Knowledge of the practices, materials, and methods used in tree felling and tree trimming.
- Knowledge and/or experience of roping and climbing trees.
- Knowledge or ability to learn and comprehend the safety precautions and regulations governing tree trimming and working safely.
- Tree climbing experience a plus but not required
- Ability to repair tools and equipment used for tree trimming and removal work preferred but not required.
- Ability to establish and maintain positive working relationships with co-workers, customers and other personnel.
- Ability to drive and operate a variety of mechanical equipment.
- High school diploma or equivalent (GED).
- One (1) year of experience where the primary function of the position was tree work such as trimming, chipping and removal of trees,
- Must possess or be able to obtain a current Vermont CDL within 6 months.
- Must be able to communicate effectively with internal and external customers.
- Knowledge of the required safety regulations.



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- Develops an understanding of the hazards associated with working in an energized environment and all other potential hazards on a Vegetation Management worksite, including, but not limited to tree, ground, overhead, tool/equipment, fire and traffic hazards, hazardous materials, hazards to the public, etc.
- Understands the significance of the differing characteristics of species in relation to overhead line clearance.
- Familiar with the types and purposes of proper pruning and tree removal techniques and the tools and equipment required.
- Completes CPR/AED certification.

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| Position Details | Tree Trimmer Laborer |
| Status | Union |
| Reports To | Tree Trimmer – Working Foreperson Climber |
| Random Drug Testing | CDL requires enrollment in random drug testing program |
| FLSA Status | Non-Exempt |
| Hourly | \$20.00 - \$25.00/hour |
| Hours of Work | Monday – Friday, 7:00am – 3:00 pm. Hours outside of normal business hours maybe required on a regular basis |
| Approved Date | |

SED is an Equal Opportunity Employer



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TREE TRIMMER – LABORER – MATRIX OF ESSENTIAL FUNCTIONS AND KEY ATTRIBUTES

| Essential Functions | Percent time | Success Factors |
|---|--------------|--|
| <ul style="list-style-type: none"> Monitoring and tree trimming of SED's distribution system | ~70% | <ul style="list-style-type: none"> SED's systems are maintained with no interruptions in services. Improvement in CADI and SADI scoring related to outages due to trees. |
| <ul style="list-style-type: none"> Execution of the SED vegetation management plan | ~70% | <ul style="list-style-type: none"> A clear vegetation management plan that conforms to state regulations executed by the tree trimmers. |
| <ul style="list-style-type: none"> Emergency response during large storms | ~5% | <ul style="list-style-type: none"> Safe clearance of obstacles obstructing restoration efforts |
| <ul style="list-style-type: none"> Safe Operation and maintenance of equipment | ~100% | <ul style="list-style-type: none"> Employee safety and equipment being available for use when needed |

TREE TRIMMER LABORER – MATRIX OF ESSENTIAL FUNCTIONS AND KEY ATTRIBUTES

| KEY ATTRIBUTES | WEIGHT OF IMPORTANCE 1-3, 3 = HIGH |
|---|------------------------------------|
| Technical Ability – Maintain spreadsheets and email communications | 1 |
| Team Oriented/Collaborator – collaborates cross functionally to achieve results | 3 |
| Safety and security – demonstrates safety and risk management abilities, ensures preservation of SED assets, customer information, walks the talk | 3 |
| Organizational Skills – ability to manage plans and multitask | 1 |
| Interpersonal Skills – ability to establish relationships, build rapport, communicate openly, and demonstrate integrity | 3 |



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| Communication Skills – written and verbal skills, ability to present complex information in user friendly language | 2 |
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| Conflict Resolution – ability to solve disagreements and inconsistencies for best outcome, solution oriented | 2 |
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