

WODC Trail Crew Agreement

GENERAL RESPONSIBILITIES:

As a member of the WODC Trail Crew, you will play a vital role in the maintenance of WODC trails in the White Mountain National Forest. Although most WODC trail work is performed by part-time volunteers, certain projects require the efforts of a full-time crew, of which you will be a critical part.

1. The trail crew will work closely with members of the WODC Trails Committee, who will designate projects for each week, and provide necessary training and supervision. In the event of any questions or problems that cannot be resolved through these contacts, crew members should contact the Trails Chairperson or WODC President.
2. The nominal work week shall be 45 hours. Hours are normally reckoned from trailhead to trailhead, or to an overnight campsite for nights that the crew is camped in the backcountry. Short rest stops may be counted as hours worked, as may a reasonable lunch break (30 minutes). Crews will generally work five days per week. The normal work week will be Saturday through Wednesday, rain or shine.
3. The crew season will be approximately 11 weeks long. Crew members should plan to arrive on _____ (which allows 24-hours to settle-in before the first activities) and may depart any time on _____.
4. Since the entire summer program is built around the crew's work, it is essential that all crew members be present for the entire period given above. This schedule is also necessary in order to achieve the 450 hours of work required to qualify for SCA's educational grant. (Grant subject to availability from SCA.) Work will generally continue regardless of weather, unless the crew safety or work quality are compromised by the conditions.
5. SCA volunteers will receive a subsistence allowance and other reimbursements directly from the SCA, using a post box provided by the WODC. WODC employees will be paid under the terms set forth in their letter of employment.
6. The WODC will carry the required Worker's Compensation policy for all WODC *employees*, but otherwise does not provide any medical or other insurance for any crew member. SCA volunteers should contact the SCA regarding any coverage provided under their SCA agreement.
7. Crew members are responsible for the cost of their own food, as well as its planning, purchase and preparation. Sufficient time must be allowed outside normal working hours to perform these tasks, and to be fully prepared for each day's work. Crew members must arrive at the trailhead each day at the designated time, with all food and personal gear packed and ready for the trail.
8. The WODC will provide housing for all SCA crew members at no cost to them. Crew members are expected to treat housing facilities with proper care and respect, allowing time for proper cleaning prior to departure. While camped in the backcountry, WODC will provide basic camping gear including tents, cooking equipment, and freight packs. Crew members are responsible for providing all necessary clothing and personal gear, including a sleeping bag, day pack, rain gear, warm clothing, and broken-in leather boots.

9. Each crew member shall be responsible for the care and condition of the WODC tools and equipment which he or she uses. On the last day of each work week, time will be devoted to the necessary care of tools and equipment including drying, repair, sharpening and preparation for the following week. Normal wear and tear, such as broken handles, will be covered by the WODC, but *loss or damage through negligence may result in the trail crew member being charged for the cost of repair or replacement.*

10. *Trail Crew members must remember that they are representatives of the WODC. As such, they are expected to treat everyone they meet with courtesy and respect.* When consulted by passing hikers, we encourage you take a moment to explain what you are doing and why. In order to maintain safe and productive working conditions, guests are permitted on the work site only with advance permission.

CONDITIONS:

11. Each crew member is encouraged to have current Wilderness First Aid training and/or certification. The WODC will reimburse the cost of the course, up to \$60 per member. Reimbursement will be made upon arrival after presentation of a course receipt.

12. WODC Trail Crew members should work to promote commonly held values associated with low-impact travel and camping in the backcountry, and to politely discourage any violation of camping, fire, or other regulations governing the use of the Forest Service land, but only to the extent that such actions can be carried out with no risk to personal safety. Any problems which you are uncomfortable with or cannot resolve should be reported to the Trails Committee or the USFS.

13. The WODC is committed to providing a positive crew experience embodying mutual respect and freedom from discrimination or sexual harassment. Inappropriate behavior includes statements, jokes, or acts regarding a person's race, ancestry, religion, gender, physical condition, or age that are offensive, derogatory or harassing. Such behavior will not be tolerated either on or off the job, and any incidents are to be reported immediately.

14. Crew members agree to read and understand all written materials specified or provided by the WODC, including the project description, Trail Crew Manual, and Safety Policy. *Crew members must follow the WODC Safety Policy at all times, and without exception. Failure to do so may result in immediate dismissal from the crew.*

WODC Trail Crew Member

Date

WODC Trails Chair

Date