

Easy Eddy's Tree Service Conditions of Contractor Hire

The Opportunity and Your Future

Everyone who works with us at Easy Eddy's Tree Service is afforded generous opportunities to advance and grow in the skill sets associated with tree work, truck operation, climbing, and general equipment maintenance. Some of these tasks may not seem enjoyable but as a rule we train to and establish a high level of skill in a short amount of time, allowing anyone with experience here to easily negotiate good pay and be hired at other companies.

Pay scale

\$15/hour

- Driver's license
- follow simple instructions
- feed brush chipper
- manual labor
- move with a purpose
- must pass skills testing and be promoted to \$20/hour within 1 month of initial hire
- the purpose of this pay level is to gain the training needed to become a \$20/hour contractor which is the minimum skill level that provides value to the company.

\$20/hour

- run a saw
- drive truck and trailer
- untie bowline and timber hitch
- throw the throw line
- install rope using throwline
- send up rope (quick hitch)
- send up water bottle (knot)
- install port a wrap (timber hitch)
- basic rigging
- must demonstrate all skills in the lower pay scales

\$25/hour

- drive the chip truck(including parking and turning around)
- drive the bobcat, load and unload properly
- sharpen saws – including rakers
- tie a bowline/running bowline
- tie a timber hitch
- Basic repair work & tool identification
- check oil/add oil in the trucks, bobcat, and chipper
- grease the bobcat
- grease the chipper
- advanced rigging methods, let it run etc...

- run the dumping team/dumping solo
- tree felling
- must demonstrate all skills in the lower pay scales

\$30/hour

- climber trainee
- saw repair
- parts ordering and pickup
- quotes
- Bobcat proficiency
- after hours commitment
- insurance
- top handle saw
- advanced tree felling
- must demonstrate all skills in the lower pay scales

\$40/hour

- Skilled tree climber- including crane work, removals, pruning, brings all of his own climbing gear and top handle saw, and demonstrate safe performance and high level of efficiency without damages to property or equipment. Must perform advanced rigging methods. Must be able to manage and give directions to ground crew.
- CDL/drive chip truck
- Must demonstrate all skills in the lower pay scales

Bonus Structure

There is a bonus paid to the workers on any day when the company quota has been exceeded. The quota is a set amount required for company operations costs plus payroll, fuel, food, supplies, and repairs. Since these expenses vary day by day the quota also changes. If someone breaks a part that costs \$1000, the quota goes up by \$1000. There is no bonus disbursement unless the sales for the day exceed the quota. The total sales for the day minus the quota is the bonus total. Each worker's pay is a percentage of the quota, and that percentage is used to determine how much of the bonus total goes to that worker. This means that higher paid workers are also receiving a higher bonus in addition to their higher pay. So, it behooves anyone who works with us to move up in the pay scale, prevent damage and incidents, and perform work at a higher level of skill and efficiency.

Retention bonus (effective January 2025)

1 Month Retention Bonus: Newly hired contractors will receive a bonus of \$200 after their first month of hire.

Mid-year Retention Bonus: Contractors who remain available and work through the year from February 1 – July 15 will receive a \$500 bonus on July 15.

Full year Retention Bonus: Contractors who remain available and work to the end of the work season will receive a bonus of \$250 on December 31.

Returning Contractor raise: Contractors who work through the entire season of one year will receive an automatic \$1/hour raise upon their return to the company at the beginning of the new work season. Those who are not available during the initial startup season will not receive the raise. Those who return to work with us after the first month of the startup season will not be eligible for the mid-year retention bonus until they have completed 5 months of work for that season.

Taxes

Here at Easy Eddy's Tree Service, workers are hired as Contract Laborers which is a subcontractor position. You control your own hours and can take days or hours off whenever needed. Since this is a contract hire position, you will fill out a W-9 form and receive a 1099 at the end of the year which states how much money was paid to you by Easy Eddy's Tree Service. You will be liable for the full tax burden including self-employment tax (social security tax) and no money will be withheld from your weekly pay for taxes.

There are no benefits such as health insurance, workman's compensation, or paid time off. You can get time off work simply by asking. If you take too much time off your position will need to be filled by someone who is more available, and you may lose your option to be hired at this company.

Hold Harmless Clause and Personal Safety

This is a sub-contractor agreement. There is no workman's compensation insurance and if you are hurt while working you are responsible for your own medical care as an independent contractor.

You agree to hold Easy Eddy's Tree Service harmless for any injury that you may experience while working with us. You are responsible for your own safety and must follow the industry standard guidelines for safety if you wish to remain intact and uninjured at work. Common practices include wearing long pants, safety glasses and hearing protection, chainsaw pants, gloves, and work boots with crush protected toes. Other measures for your own safety are encouraged.

All contractors must wear a hardhat communication headset when on any active jobsite to allow for efficient team communication.

Training

Each level of the pay scale must be able to perform all the skills of the lower pay scales and teach them to contractors in the lower skill levels. They must also maintain and improve upon the skills that were required to enter their set rate of pay. Failure to continue performing the skills listed in or below their pay level will result in reassessment with possible reduction to lower pay level.

Communication

Any contractor who is not responsive to hiring communications (i.e. calls, texts) is hindering the ability of this company to schedule work and provide services to our clients. Because of this, failure to answer phone calls or messages will result in a cessation of hire.

Quitting the Company

Those who walk off the jobsite will not be compensated for any work performed that day. (Threats and abusive behavior such as assault and battery will result in a police report and charges being filed against the offending party.) Quitting the company abruptly or with less than 2 weeks of notice will prevent a contractor from being rehired in the future.
