



Job Description: **Vegetation Management**

Volunteer work performed in this discipline will involve one or more of the following: plant species identification, marking individual plants or plant colonies, cutting seed heads, seed collection, plant removal by hand/mechanical techniques, and application of non-restricted herbicides. **The use of burning or prescribed fire is not authorized for volunteer activities.** Daily work may involve any or all of these specific tasks at various dates and times:

- **Identification:** survey/inspect area to identify exotic and/or invasive plant species, document all findings by method(s) appropriate to the circumstance (record observations in notebook, plot areas/species on maps, plot sites by GPS unit, etc.). (No JHA Identified).
- **Marking:** if control/eradication efforts must occur at later date, mark the individual plant, or plant colony, by method appropriate to the circumstance (ribbon/flagging, paint blazes, GPS, etc.). (JHA #4).
- **Clip Seed Heads:** using hand-held tools, collect seed heads in a bucket or sealed container to remove from site. (JHA #2).
- **Cut Plants:** remove plants, shrubs, or trees, either partially or by cutting at ground level, using either power tools (mowers or weed eaters, chainsaws, etc.) or manual tools (weed whips, hand clippers, etc.). ***Chainsaw operators must have current certification through an approved course/instructor, as well as current certification in First Aid and CPR.*** (JHA #2, 3, 6).
- **Dig Up Plants:** remove plants, including root wads to ensure the plant will not re-grow, using shovels and other hand tools. If plants have seed heads, be sure to clip and contain them or other wise ensure seeds do not spread prior to digging up plant. Ground disturbing work requires Cultural Resources clearance to the same extent as trail construction requirements. (JHA #2).
- **Herbicide Application:** apply chemicals to control or eradicate undesired vegetation. This work will only be performed by staff and volunteers who have the proper trainings and certifications. It will be conducted in accordance with all applicable laws, permits and regulations, and following label requirements, including use of personal protective equipment. All persons working with

herbicides should receive a briefing on information provided on Material Safety Data Sheets (MSDS), and MSDS's should be available for their review. (JHA #10).

- **Native Seed Collection:** using hands or hand-held tools, collect seed heads in a bucket or sealed container for drying and subsequent restoration efforts. Care must be taken to collect native seed only. (JHA #2).

Cumulative list of JHA's: #2, 3, 4, 6 and 10.

Tools commonly used in Vegetation Management may include one or more of the following, depending upon complexity of the task and training/certification of the volunteer: power mower or trimmer, chainsaw, brushsaw, weed wrench, Pulaski, Hazel Hoe, shovel, lopper, hand pruner, bow saw, crosscut saw, paint brush, and herbicide applicator/spray tank.

Physical Demands involved with Vegetation Management range from light exertion to arduous exertion, depending upon the task, but most commonly involves light to moderate physical effort. Volunteers and the work they perform will be appropriately matched regarding their personal interests and abilities. In general, invasive/exotic plant management often involves frequent stooping, lifting, reaching, bending, carrying, and repetitive motion. Distances walked may frequently exceed several miles per day, often while carrying tools or other equipment.

Working conditions involved with Vegetation Management may encompass all types of weather, from hot and humid to wet and cold. Work will occur across uneven terrain, including hills, slopes, grades, and wetlands in both forested and open areas, which may present numerous slipping and tripping hazards such as rocks and tree roots, mossy stones or logs, mud and water, or loose gravel. Exposure to long periods of sunlight, wind, dust/dirt, insects, motor noise, exhaust, gas/paint/chemical fumes is possible.

Personal Protective Equipment (PPE) and Safety Equipment.

General Field Work: Work gloves and sturdy work boots are required. A first aid kit must be immediately available. Individual volunteers and work crews are strongly encouraged to wear the following as appropriate; eye protection when working around tall brush or low hanging branches, and long sleeve shirts and wide brimmed hats or hardhats for sun protection. They are also strongly encouraged to carry cellular phones, radios, or other communication devices whenever and wherever possible/practical in case of emergencies.

Power Tools/Equipment: In addition to the PPE listed for general field work volunteers operating or working in the immediate vicinity of power tools and/or equipment also requires the proper use of eye protection and hearing protection.

Chain Saws: Operators (“fallers”) will wear sturdy boots, gloves, hard hat, eye and ear protection, and saw chaps. Those assisting operators (“swampers”) will wear the same PPE, but saw chaps are not required. A first aid kit appropriate to chainsaw operations must be immediately available.

Herbicide Application: Any volunteer working with herbicides must use the following PPE; chemical resistant gloves, long pants, long sleeved shirt, eye protection, and sturdy leather work boots. They must also have a first aid kit and chemical spill kit immediately available. Other PPE must be used if required by label or applicable local, state, or federal regulations. A head covering is recommended (hat or cap, bandana, etc.). Rinse water and clean up facilities must be available in case of a spill.

Job Hazard Analysis (JHAs) will be made available by the Work Leader or VIP Coordinator to each volunteer for the specific work being performed, and will be covered during “tailgate” safety briefings. Additionally, safety considerations such as proper hydration, heat disorders, hypothermia, insect/animal bites & stings, and Lyme disease awareness should be discussed as appropriate given the local work environment, season, and geographic location. Refer to “Tailgate Safety Series” materials for talking points on these subjects.