

FAMILY TREE SERVICE, INC

P.O. Box 1325

Laytonville, CA 95454

Office 707-984-6629, Fax 707-984-8246

hrpayroll@familytree-service.com

Employment Application

An Equal Opportunity Employer

NOTICE TO APPLICANTS: PRE-EMPLOYMENT DRUG SCREEN AND FIT FOR DUTY PHYSICAL ARE REQUIRED FOR EMPLOYMENT AT FTS. As a contractor for the local utility company, Family Tree Service, Inc. must complete a criminal background check before hiring any employee. Family Tree Service will consider qualified applicants with a criminal history pursuant to the California Fair Chance Act. You do not need to disclose your criminal history or participate in a background investigation until a conditional job offer is made to you. After making a conditional offer and running a background investigation, if Family Tree is concerned about conviction that is directly related to the job, you will be given the chance to explain the circumstances surrounding the conviction, provide mitigating evidence, or challenge the accuracy of the background report. Find out more about the Fair Chance Act by visiting the Civil Rights Department Fair Chance Act webpage.

Please Print Legibly

Date _____

Name _____

Last

First

Middle

Cell phone (____) _____ Home phone (____) _____

Mailing Address _____

No.

Street

City

State

Zip

Physical Address _____

No.

Street

City

State

Zip

Any other names used? _____

Employment Desired

What position are you applying for: _____

How did you hear about this position? _____

What type of work are you applying for?

Regular full-time work? Yes ___ No ___

Regular part-time work? Yes ___ No ___

Family Tree Service, Inc., works an alternate work schedule which consists of 10-hour workdays, 4 days per week. Working days and hours are typically Monday through Thursday from 7:00 am – 5:30 pm or Tuesday through Friday 7:00 am – 5:30 pm. Family Tree is required to provide emergency response for PG&E at all times. Union employees frequently

work more than 40 hours per work week, beyond the 4-day work week to comply with this requirement. Some flexibility with the working hours and days is available.

Are you available to work overtime, if necessary? Yes ___ No ___

If hired, on what date can you start work? _____

Salary desired? _____

Personal Information

Have you ever applied to or worked for Family Tree Service before? Yes ___ No ___

If yes, when? _____

Do you have any friends or relatives working for Family Tree Service? Yes ___ No ___

If yes, state name(s) and relationship _____

Why are you applying for work at Family Tree Service? _____

Are you at least 18 years old? Yes ___ No ___

If hired, can you present evidence of your legal right to work in this country? Yes ___ No ___

Are you able to perform the essential functions of the job for which you are applying? Yes ___ No ___

If not, describe the functions that cannot be performed. _____

Note: We comply with the Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act (ADA). We consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. New hires may be subject to passing a medical examination, and to skill and agility tests.

Are you able to perform all other aspects of the job for which you are applying? Yes ___ No ___

If not, describe the aspects that cannot be performed. _____

Are you currently employed? Yes ___ No ___

If so, may we contact your current employer? Yes ___ No ___

**We may refuse to hire relatives of present employees if doing so could result in actual or potential problems in supervision, security, safety, or morale, or if doing so could create conflicts of interest.*

Education, Training, and Experience

School

Name and Address	Years Completed	Degree or Diploma	Graduate Y/N
High School			

College/Univ				
Vocational/Bus.				

Do you speak, write, or understand any foreign languages? Yes ___ No ___

If yes, which language(s)? _____

Do you have any experience, training, qualifications, or skills that you feel make you especially suited for work at Family Tree Service? (example: Tree work, Climbing, or lineman experience) If so, please explain.

All Union employees must have and maintain a valid driver's license, as a condition of employment. Union employees drive company vehicles and/or equipment daily, for safety purposes, all union members must be able to drive.

Do you have a Valid California Class A or B license with a current medical card? Yes ___ No ___

Which type of license do you currently hold? Class A ___ Class B ___ Class C ___

Has your license ever been revoked or suspended? Yes ___ No ___

If yes, state reason(s), date of revocation or suspension, and date of reinstatement. _____

This position requires you to travel all over Mendocino, Lake, Sonoma, and Southern Humboldt County. **Do you have reliable means of transportation to get to and from the various yard locations daily? Yes ___ No ___**

Employment History

List below all present and past employment starting with your most recent employer (the last 10 years is sufficient). Account for all periods of unemployment. You must complete this section even if attaching a resume.

Name of Employer _____

Address _____

Telephone # (____) _____ Your Supervisor's Name _____

Your Position and Duties _____

Date of Employment: From _____ to _____

Reason for Leaving: _____

May we contact this employer for a reference? Yes ___ No ___

Name of Employer _____

Address _____

Telephone # (____) _____ Your Supervisor's Name _____

Your Position and Duties _____

Date of Employment: From _____ to _____

Reason for Leaving: _____

May we contact this employer for a reference? Yes _____ No _____

Name of Employer _____

Address _____

Telephone # (____) _____ Your Supervisor's Name _____

Your Position and Duties _____

Date of Employment: From _____ to _____

Reason for Leaving: _____

May we contact this employer for a reference? Yes _____ No _____

***NOTE: Attach additional page(s) if necessary.**

Military Service

Have you obtained any special skills or abilities as a result of service in the military? Yes ___ No ___

If so, describe: _____

Personal References

List below three people not related to you who have knowledge of your work performance within the last three (3) years.

Name _____

Address _____

Occupation _____ Telephone (____) _____ State _____ Zip _____
No. Street City No. of Years Acquainted

Name _____

Address _____

No. Street City State Zip

Occupation _____ Telephone (____) _____ No. of Years Acquainted _____

Name _____

Address _____

Occupation _____ Telephone (____) _____ No. of Years Acquainted _____

No.	Street	City	State	Zip

I have attached a resume for your consideration _____ YES _____ NO

Read Carefully, Initial Each Paragraph, and Sign Below

___ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or immediate discharge if I am employed, regardless of the time elapsed before discovery.

___ I hereby authorize Family Tree Service, Inc. to thoroughly investigate my references, work record, education, and other matters related to my suitability for employment (excluding criminal background information: unless otherwise specified above. I further authorize the references I have listed to disclose to the company any letters, reports, or other information related to my work records, without giving me prior notice of such a disclosure. In addition, I hereby release the company, my former employers, and all other persons, corporations, partnerships, and associations from any claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

___ I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this application. I further agree, in the event that I am hired by the company, that all disputes that cannot be resolved by an informal internal resolution that might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution and, there are no other agreements as to dispute resolution, either oral or written.

___ I understand that nothing contained in the application or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing, signed by me, and the company's designated representative.

___ In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

Family Tree Service, Inc. will consider qualified applicants, including those with criminal histories, in a manner consistent with state and local "Fair Chance" laws.

Date _____ Applicant's Signature _____