



PERFORMANCE STANDARDS AND ENFORCEMENT

Criteria for Certification & De-certification

Certification:

Certification is for a period of two years, subject to both random checks and investigation of non-compliance complaints. It is mandatory that an application for consideration be completed and submitted in order to be considered for Master Logger Certification status. The following performance standards are mandatory and must be met to become and remain a Missouri Certified Master Logger:

- No violation of any performance standard that, if violated, would lead to considerable sedimentation or degradation of water resources (or imminent degradation).
- A harvest plan/contract was followed.
- No violation of any performance standard that poses an imminent threat to safety of workers.
- Evidence shall be on file that their Professional Timber Harvester Program continuing education training is current.
- There shall be evidence on file that the applicant complies with worker's compensation, if applicable, and employment, state, and federal laws.
- Insurance policies are/will be in place for general liability.
- Keeps a written contract or agreement on file, with any and all amendments signed by the landowner.

De-certification:

A certified Master Logger may be de-certified at any time by the Certifying Board based upon failure to comply with the mandatory performance standards or the Master Logger program in general. The Certifying Board may also terminate certification when a non-compliance complaint warrants de-certification, or, at a minimum, placing the company on a conditional probation. A toll free number will be used and widely advertised for the public's benefit in reporting perceived non-compliance incidences.

Appeal:

A logger, if unsatisfied with the determination of the MOML Certifying Board to de-certify his or her company may issue a formal appeal with the American Loggers Council in order to attempt to maintain their Master Logger status.

Additional Information About the MOML Program

Adequate Certification and Verification of Performance Standards:

- A program coordinator will be hired.
- All performance standards on the evaluation forms must be addressed during the verification and certifying process.
- Program accountability comes from third party involvement.

An independent third party board, the Missouri Master Logger Certifying Board, will be created. Its membership will consist of at least one person representing each of the following categories:

1. Master Logger
2. Missouri Department of Conservation Forestry Representative
3. Environmental Organization
4. Water and Soil District Representative
5. Primary Mill Representative
6. Private Landowner Representative
7. State Government Representative
8. Wildlife Organization Representative

The applicant shall review the composite report before it is submitted to the Certifying Board. The program director/verifying team may correct errors and consider the appropriateness of other challenges by the applicant and how they might be addressed.

MINIMUM REQUIREMENTS FOR CERTIFICATION:

- Application must be filled out and logger must meet the minimum standards on the application.
- Application fee must be received.
- All mandatory performance standards must be met.
- Decision of certification of an applicant is made by the Certifying Board based on the interview, verification reports, and logger responses.
- The Certifying Board is the final arbiter of all decisions to certify/de-certify

INTERVIEW:

- An intensive interview will be conducted by the program director or their designee for the purpose of fully explaining the Master Logger Certification Program, establishing compliance with standards not readily available in the field, and gathering general demographic information.

SAMPLING:

- Five sales will be submitted of which three will be selected for field inspection.
- At least one inspected sale must be an active sale and the others should have occurred within the past year or so.
- The sales submitted must include sales in which Goal 1 (Water Quality and Soil Productivity), Goal 2 (Forest Management Practices), and Goal 3 (Safety), issues are present. They need not all be present on each sale.
- A random traverse of the entire sale with special emphasis on potential problem areas will be made.

VERIFIERS:

- Criteria for being a verifier: must have in-woods experience and have credibility among the forestry and logging community (once the program is operational, logger verifiers will be Master Loggers)
- Will be selected by the program coordinator.
- The program director will establish a training program for the verifiers¹.
- An inspection protocol will be developed to insure equitable inspections.
- Sales agreements should contain language that alerts the landowner that there is a possibility that their sale could be inspected as part of the Master Logger Certification process.
- The program director shall be responsible for reviewing and evaluating the performance of individual verifiers.
- Certifying Board will give feedback on the reporting of the verifiers, along with suggestions for improvement.
- Verifiers shall work in teams of two who each independently evaluate a sale during the same visit.
- Teams shall ideally consist of at least one logger and one resource professional (forester, biologist).
- Verifiers will not inspect any applicant with whom they have had or have beyond casual association.

CERTIFYING BOARD PROCEDURE:

- Receives packets on each applicant at least two weeks prior to board meeting.
- Board meets and reviews each applicant.
- Decision must be unanimous.
 - Accept
 - Reject
 - Further review and a process set for final decision
- Board gives input into process, forms, and verifiers for continuous improvement of the program.
- Coordinator notifies all applicants of board's decision.

WHAT IS EXPECTED OF A MOML CERTIFYING BOARD MEMBER:

- Review applicant information (provided a minimum of two weeks prior to the Board meeting).
- Meet 2-3 times a year for a one day meeting to make a decision on MOML applicants.
- Adopt policies and insure that a fair and just process is used to certify Master Loggers.

ENFORCEMENT:

- To be of value, the program must be credible and adhere to its standards of performance.
- Individuals who fail initial certification forfeit their application fee and are eligible to reapply after one year.
- Individuals who have been de-certified may make application for certification after one year from the date of their de-certification.
- Applicants or Master Loggers will be made fully aware of any issues and will be given a chance to address/respond to any situation.

¹ Doing extensive verifier training is not recommended if you expect a small number of Master Logger applicants. Using out-of-state verifiers or sending a couple of verifiers to training in another state would be an option.

NON-COMPLIANCE COMPLAINTS:

- Program director receives and documents every complaint.
- Program director makes initial investigation.
- Program director makes a recommendation to the Certifying Board based on information he/she has or direct a verifier(s) to do a full field verification procedure.
- When a process is used, the Certifying Board will make the decisions relative certification status.
- Program director will inform the Certifying Board of all complaint investigations.
- Certifying Board makes the final decision on complaints.
- If a particular sale presents some unusual conditions, which the verifiers feel might unduly influence objectivity, the verifier(s) shall recommend that the program director select another sale for sampling.
- Program director will notify complainant of decision.

PROGRAM ACCOUNTABILITY:

- The MOML program shall be reviewed and approved by the Board of Directors of the American Loggers Council before becoming operational.
- The MOML program is developed and maintained by the Missouri Logging Council and the Missouri Forest Products Association. It shall review the program at least annually and amend as necessary.
- Input shall be solicited from loggers, the program director, field verifiers, the Certifying Board, the American Loggers Council, and other interested parties as to how the program might be improved.
- Decisions on certification are solely the responsibility of an independent third party, the Certifying Board.

MASTER LOGGER CERTIFICATION PROCESS

