MONTANA CONSERVATION CORPS
Tools for Living. Experience for Life.

AmeriCorps

AmeriCorps Crew Member FAQ

Montana Conservation Corps has a variety of different Crew Member (CM) positions each year and it is important to note that these positions are all unique! For more specific details on your specific program and position, please reference your regional specific FAQ or speak with your regional staff.



LIVING STIPEND

The living stipend for Crew Members is $1,200 biweekly ($2,400/month). It is taxed! The amount you're taxed will vary based on your home state and the withholdings selected on your W-4. Your living stipend will be deposited into your account every two weeks and will follow MCC's pay period schedule. The living stipend is meant to cover your basic needs during your term of service, and is different than an hourly wage.

EDUCATION AWARD

The amount of your Education Award is determined by the length of your term of service. Crew Members serving through October will receive an education award in the amount of $3,697.50. Crew Members serving through mid-August will receive the amount of $1,956.35. Your Ed Award is distributed through AmeriCorps via your AmeriCorps portal, not through MCC, and can take 6-8 weeks to be available after your term of service. In order to receive your Ed Award, you must complete your service hours and serve through the final day of your service contract. More Info on Education Award. Learn more here about Loan forbearance for QUALIFIED student loans while in a term of service.

HEALTH INSURANCE

Health Insurance is available for Crew Members serving from May - Oct., is provided at NO COST, and is available on your first day of service, though your insurance cards will come later. Crew Members serving over the summer (May-Aug.) are not eligible for health insurance. MCC Health Insurance ends on the last day of the month of the last month you served. If you finish your term of service on October 17th, you will be insured through October 31st. You are covered by Workers Compensation while on projects. All participants will be enrolled in the AmeriCorps Member Assistance Program, which provides FREE 24/7 behavioral health resources, in addition to financial planning, legal assistance, and life coaching!

DRIVING MCC VEHICLES

Some of our Crew Members are asked to drive MCC vehicles to transport crews and gear to and from project sites. In order to drive an MCC vehicle you must:

- Be 21 years of age
- Cannot have more than 2 moving violations or accidents within the past three years (including cellphone violations)
- Cannot have any major violations within the past five years
- Cannot have any history of a DWI/DUI/OWI/OUI



You must also go through MCC's driver training and road test. Driving safety will be taken seriously and your ability to drive an MCC vehicle can be revoked at any time.

FOOD

When on hitch participants are allotted $10/day for food. Staff will deposit each participant's money onto a debit card that your Crew Leaders will receive. You will work together as a crew to meal plan, coordinate food shopping, and cook and share meals together on hitch. Dietary restrictions can be accommodated. Some participants will qualify for food assistance through the Supplemental Nutrition Assistance Program, though this is not guaranteed.



Participants will receive a letter during the onboarding phase with detailed instructions. Many of our local farmer's markets accept SNAP!

FIRST AID REQUIREMENTS

MCC Crew Members are required to possess a First Aid and CPR Certification. If you have a current certification that will remain current through the end of your term, MCC will need a copy of this certification. If you do not have a current certification MCC schedules a training during Crew Member orientation.

VACATION DAYS

Crew Members are not eligible for vacation days. Extenuating circumstances may be made if needs are brought up during the interview process prior to being hired.

SICK DAYS

Available as needed, however Crew Members may be asked to make up days if missed days impact their ability to meet the minimum AmeriCorps hourly requirement.

VOLUNTEER REQUIREMENTS

Community engagement is at the heart of our mission as an organization. As such, our participants are required to volunteer locally during their term of service, separate of their project work. As Crew Members you are responsible for completing two volunteer events during your time with MCC.



HOUSING

While housing is not provided during your term of service, MCC does have a number of regional housing opportunities you may want to consider when selecting regional preference. When on hitch (serving on projects in the field), you will have a campsite available.

Most of our Crew Members opt to secure rental housing during their term, either individually or in small groups. As folks are hired, MCC Staff will share your contact information so that you may reach out to other CM's who are also looking to secure housing and work together to make the process easier and more affordable.

Other Crew Members choose to live out of their vehicles for the season, though this is not necessarily encouraged as it can be difficult, burdensome, and cold in the shoulder seasons. The season is long and it can be draining to camp on both MCC time and in your off-time. Montana is a popular destination for tourists and oftentimes, especially in the summer, local campsites can be difficult to come by. If choosing to camp, you may need to drive further out of town to find a suitable location. You can learn more about regional housing options here.



UNIFORMS AND GEAR

All MCC participants are required to wear the MCC uniform while completing service hours. MCC provides uniform shirts and you will need to provide work boots and work pants. There is a gear list online but it is recommended that you speak with staff once you are hired to determine what you need to have for your unique crew type. Rental gear may be available, and ProDeals will also be available once you have begun your term of service with MCC.



MCC is a Drug and Alcohol-Free Workplace and possession or use of any illegal substances while on hitch is against policy. According to the Medical Marijuana Act, "Employers are not required to accommodate the medical use of marijuana in the workplace," and thus it is against policy to use or possess while on hitch or while on the clock with MCC.

CREW TYPES

We have four program/crew types in MCC:

- Field Crews
- Forestry Crews
- Field and Fuels Crews
- Wildland Restoration Teams



Field, Forestry and Fuels crews are six people in size, with two Crew Leaders and four Crew Members, while Wildland Restoration Crews are four people in size, with one Crew Leader and three Crew Members. Some crews could also be solo led with an Assistant Crew Leader.

For field crews, members have three different options of term length/time:

- Summer-Only crew members start in May and end in August
- Full-Term Crew members start in May and end in October
- Fall Crew Members who start in August and end in October

FIELD SEASON SCHEDULE

Schedules will vary based on position type. While we try to ensure all crews have the same weekends off, different regions do have different crew schedules. Crews can work 4 days on/3 days off, 5 days on/2 days off, 8 days on/6 days off, or 9 days on/5 days off. That said, as with any field-based position, grocery shopping for your crew for hitch is something that will not happen on work time. **YOU WILL HAVE TO GROCERY SHOP FOR HITCH DURING YOUR OFF TIME**. This is standard for all Forest Service and Park Service employees as well. Generally, crews rotate through shopping responsibilities so that not every member on the crew has to do that each week.

MORE RESOURCES TO HELP YOU LEARN ABOUT MCC:

A day in the life of each type of crew

A Day in the Life - Video

Learn More About the Adult Conservation Crew Program

Frequently Asked Questions

You'll Find Community - Video

Why Should You Join MCC? - Video

Learn more about the benefits of a term of service with MCC

Learn more about the support MCC provides

Preparing for you term of service

