

## **FARM LABOR CONTRACTOR FIELD WORKER REQUIREMENTS AND SAFETY CONDITIONS**

The Agricultural Commissioner wishes to emphasize items prior to registration and obtain the Farm Labor Contractor's signature that these items have been reviewed with the Agricultural Commissioner's staff.

1. Every farm labor contractor licensed in the State of California to perform various functions and duties is required to:
  - a. Register with the Agricultural Commissioner of the county or counties in which the labor contractor has contracted with a grower.
  - b. Carry his or her license and proof of registration with him or her at all times.
  - c. File with the Agricultural Commissioner of the county or counties in which the labor contractor has contracted with a grower, a correct change of address immediately.
2. A civil penalty of not more than five thousand dollars (**\$5,000**) for each violation may be levied against a person for violating Section 1695 of the Labor Code, which pertains to registration with the Agricultural Commissioner, carrying proof of that registration, and filing changes of address with the Agricultural Commissioner; or Division 7, chapter 2, Article 10.5 of the California Food and Agricultural Code pertaining to Pesticide and Worker Safety.
3. The State of California requires every farm labor contractor to comply with the requirements for the safety of employees that may enter a field when exposure to a pesticide or its residue can be reasonably expected.
4. Farm Labor Contractors and their field worker supervisors shall be informed of the meaning of warning signs placed at the corners and entrances of fields treated with a pesticide. The warning sign means that the field has been treated with a pesticide and that no field workers are to enter the field unless allowed by Section 6770 of the California Code of Regulations and the following requirements are met:
  - a. They are wearing the proper safety equipment.
  - b. They are advised of the re-entry time period, the name of the pesticide and the protective work procedures to follow.
  - c. They are instructed to thoroughly shower with warm water and soap as soon as possible after the end of the work shift.
5. Farm Labor contractors and their field worker supervisors shall be informed of activities prohibited during the re-entry interval
6. Hand washing facilities shall be available within 1/4 mile from the field worker. There must be clean water, single use towels, and soap so the employees can wash their hands. The water must be marked "hand washing only".
7. Hand washing facilities provided in conjunction with toilet facilities which are required by the provisions of Section 3457 (Field Sanitation), Title 8, CCR, shall be considered adequate.
8. Toilet and hand washing facilities for food crop growing and harvesting operations shall be provided within a five-minute walk of the place of work.
9. Employees or their supervisors shall be informed of where to go to receive emergency medical treatment.
  - a. They shall be informed of the **NAME, ADDRESS, and TELEPHONE NUMBER** of a doctor, hospital, clinic, or emergency room where employees can receive medical treatment.
  - b. If the identified facility is not reasonably accessible from that work location, they shall be informed of the procedures to be followed to obtain emergency medical care.
10. When it is suspected that an employee is ill due to a pesticide or when exposure to a pesticide has occurred that could result in illness of the employee, the employee must be taken to the emergency medical facility immediately, and not be allowed to drive themselves to the medical facility.

11. Farm Labor Contractors and their field worker supervisors shall be informed of the symptoms of Organophosphate and N-Methyl Carbamate poisoning.
  - a. Organophosphates and N-Methyl Carbamate are two groups of pesticides with high toxicity to man.
  - b. **SYMPTOMS INCLUDE:**  
  
**HEADACHE, LABORED BREATHING, WEAKNESS, NAUSEA, BLURRED VISION, EXCESSIVE PERSPIRATION, CRAMPS, PINPOINT PUPILS, VOMITING, LOSS OF BODY FUNCTIONS, DIZZINESS, NERVOUSNESS, WATERY EYES, TIGHTNESS IN THE CHEST, MUSCLE PARALYSIS, COMA, FROTHING FROM THE MOUTH OR NOSE**
12. Whenever employees are working as field workers in a treated field, the employer must display at the work site a completed copy of the Written Hazard Communication Program for Employees Working in Fields (PSIS A-9). (**Note:** PSIS A-9 can be "displayed" to employees in various ways, such as placing in transportation vehicle; by posting at toilet facilities in the field; or by individually handing it out to each employee at the work site. Also, if field workers gather at a central location prior to transportation to the work site, the PSIS A-9 may instead be displayed at that central location).
13. If the employees are employed by a labor contractor, the operator of the property must inform the labor contractor of the location of the records and other information.
14. The operator of the property must maintain at a central location and make accessible to employees who enter a treated field, the following:
  - a. Records of the pesticides applied to the field within the last two years.
  - b. PSIS leaflets (A - Series) or general information about pesticides applied to the field.
  - c. MSDS for each pesticide applied to the field.
15. Prior to entering a treated field, employees must be trained within the last 5 years and shall include the location and availability of records and documents and their rights to access the information, decontamination, re-entry intervals, routes of exposure, hazards of pesticides, signs and symptoms, first aid, warnings, and where pesticides are encountered.
16. If a request is received to review records and documents, the operator of the property must grant access to the employee or their representative within 48 hours.
17. Farm Labor Contractors engaged in the application of pesticides, including baits, must be licensed as an Agricultural Pest Control business and register with the Agricultural Commissioner as such.
18. The following application specific information shall be displayed at a central location while employees are employed to work in fields:
  - a. Identification of the treated area.
  - b. Time and date of the application.
  - c. Restricted entry interval.
  - d. Product name, EPA registration numbers and active ingredients

The information shall be displayed within **24 hours** of the completion of an application and include all applications made to any treated field on the agricultural establishment within 1/4 mile of where employees will be working.