

## EMPLOYER REQUIREMENTS FOR FIELDWORKERS

This information covers the following subjects for fieldworkers:

Training	Page 1
Emergency Medical Care	Page 3
Application-Specific Information	Page 3
Fieldworker Decontamination Facilities	Page 4
Field Posting	Page 5
Field Work During Pesticide Applications	Page 7
Field Reentry After Pesticide Application	Page 8
Greenhouse Ventilation Criteria	Page 9
Early Entry Fieldworkers	Page 10
Restricted Entry Intervals	Page 11

### TRAINING

#### California Code of Regulations, Section 6764

**WHAT MUST AN EMPLOYER DO?** The employer shall ensure each employee assigned to work in a treated field has been trained:

- |                            |   |   |
|----------------------------|---|---|
| ➤ Within the last 5 years; | ➤ In a manner the employee understands; | ➤ Before the employee works in a treated field. |
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**WHAT IS A TREATED FIELD?** This is a field **treated with a pesticide** or had a **restricted entry interval** in effect **within the last 30 days**. It includes roads, paths, ditches, borders, and headlands if the pesticide was directed to those areas. It field does not include areas inadvertently contaminated by drift or over spray.

#### WHAT SHOULD THE TRAINING INCLUDE?

1. The importance of routine decontamination and washing thoroughly after the exposure period;
2. Restricted entry intervals and what posting means including both California and federal field posting sign formats;
3. Where pesticides are encountered, including treated surfaces in the field, residues on clothing, chemigation and drift;
4. Routes of exposure;
5. The hazards of pesticides, including acute, chronic, delayed effects and sensitization effects;
6. Common signs and symptoms of overexposure;
7. First aid including decontamination, eye flushing and obtaining emergency medical care;

8. The hazards of taking pesticides or pesticide containers home;
9. The hazard communication program requirements of Section 6761 and worker rights (these requirements can be found in Pesticide Safety Information Series A9 [PSIS A9], PSIS A9 must be displayed at the worksite).

**HOW MUST THIS INFORMATION BE PRESENTED?** Present in a manner the employee can understand, orally from written materials or audio visually, using non-technical terms. The trainer must respond to employee questions.

**DO I HAVE TO TRAIN ALL FIELDWORKERS?** No, the fieldworkers who have one of the following are considered to be all ready trained.

- A current license or certificate issued by the Department of Pesticide Regulations.
- A current verification of training card issued under the authority of the United States Environmental Protection Agency
- Current documented pesticide handler training
- Other current certificates approved by the Director

**WHO CAN DO THE TRAINING?** The trainer must be qualified in one of the following:

- Certified Private Applicator (may only train own employees)
- Qualified Applicator Licensee  
Qualified Applicators Certificate Holder  
Pest Control Adviser License  
Pest Control Pilot Certificate Holder; Journeyman Pilot Certificate Holder  
Pest Control Dealer; Designated Agent License.
- A person who has completed an "instructor training" program presented by one of the following:
  1. The University of California Integrated Pest Management Program
  2. Other instructor program approved by the Director
- California Registered Professional Forester
- A person holding a valid County Biologist License in Pesticide Regulation or Investigation and Environmental Monitoring issued by the California Department of Food and Agriculture
- A Farm Adviser employed by the University of California Extension Office
- Other valid trainer qualification approved by the Director

**EMERGENCY MEDICAL CARE**  
**California Code of Regulations, Title 3, Section 6766**

**WHAT MUST THE EMPLOYER DO?** Before employees enter field treated with pesticide, the employer shall plan for **emergency medical care**.

**WHAT IS EMERGENCY MEDICAL CARE?** The employer shall locate a facility where emergency care is available for employees who will be working in treated fields.

**WHAT MUST EMPLOYERS TELL THEIR EMPLOYEES ABOUT EMERGENCY MEDICAL CARE?**

Employees, or their supervisor in the field, shall be informed of the **name and location** of a physician or medical facility where emergency medical care is available.

If the identified facility is not reasonably accessible from that work location, then they must know the procedures to be followed to obtain emergency medical care.

**ANYTHING ELSE I SHOULD KNOW?** Yes, when there are reasonable grounds to suspect that an employee has a pesticide illness, or when an exposure to a pesticide has occurred that might reasonably be expected to lead to an employee's illness, the employer shall ensure that the employee is taken to a physician immediately.

**APPLICATION-SPECIFIC INFORMATION**  
**California Code of Regulations, Title 3, Section 6761.1**

**WHAT INFORMATION NEEDS TO DISPLAYED?**

For the Commercial or Research Production of an Agricultural Plant Commodity **display at a central location** the following:

1. Identification of the treated area
2. Time and date of the application
3. Restricted entry interval; and
4. Product name, EPA registration number and active ingredients

**WHEN DOES IT NEED TO BE DISPLAYED?** Within 24 hours of completion of an application and include all applications made to any treated field on the establishment within 1/4 mile of where employees will be working.

**HOW LONG DOES THIS INFORMATION NEED TO BE DISPLAYED?** The information shall remain displayed until the area no longer meets the definition of a treated field or fieldworker employees will no longer be on the establishment, whichever occurs earlier.

**FIELDWORKER DECONTAMINATION FACILITIES**  
**California Code of Regulations, Title 3, Section 6768**

**WHAT IS A DECONTAMINATION FACILITY?**

**WHAT SUPPLIES ARE REQUIRED?**

Sufficient water, soap and single use towels for washing hands,  
 Face & emergency eye flushing must be reasonably accessible to all fieldworkers doing activities involving contact with treated surfaces.

Water shall be of a quality and temperature that will not cause illness or injury when contacting skin or eyes, or if swallowed.

**WHERE MUST IT BE LOCATED?**

- The decontamination facility shall be not more that 1/4 mile from the fieldworker, or at the nearest point of vehicular access.
- The decontamination facility shall not be in an area under restricted entry interval unless the fieldworkers are performing early entry activities.
- The facility shall not be in an area under treatment.

**I HAVE A FACILITY WHICH MEETS REQUIREMENTS OF CALOSHA. IS THIS ENOUGH?**

Handwashing facilities provided in conjunction with toilet facilities pursuant to Title 8, California Code of Regulations, Section 3457 (Field Sanitation) are considered adequate for the decontamination facility.

**FIELD POSTING**

**California Code of Regulations, Title 3, Section 6776**

**WHEN IS POSTING NECESSARY?**

The operator of the property shall assure that signs are posted around treated fields in the following circumstances:

When <b>required by pesticide product labeling</b> , unless access to the treated field is controlled so no employee (not including handlers making the application) will enter, work in, remain in, or walk within 1/4 mile during the application and REI.	<b>All greenhouse applications</b> , unless access is controlled so no employee (not including handlers making the application) will enter, work in, remain in, or pass through the greenhouse during the application and the restricted entry interval; and	Any application that results in a restricted entry interval of greater than seven days.
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**WHAT SIZE SHOULD THE SIGN AND WORDING BE?** The signs shall be readable and the skull and crossbones symbol is clearly visible from a distance of **twenty-five feet** and contain the following:


1. The skull and crossbones symbol near the center of the sign;
2. the words "DANGER" and "PELIGRO" and "PESTICIDES" and "PESTICIDAS" in the upper portion of the sign;
3. the words "KEEP OUT" and "NO ENTRE" in the lower portion of the sign;
4. whenever the sign is used to indicate a restricted entry interval of more than seven days, the following information in the lower portion of the sign:
  - the date of unrestricted entry;
  - the name of the operator of the property; and

- the field identification, (if any); and
5. all letters and the symbol shall be of a color which sharply contrasts with their immediate background.
- The sign shall:
1. Be posted before the application begins but shall not be posted unless a pesticide application is scheduled within the next 24 hours.
  2. Remain posted and clearly legible throughout the application and the restricted entry interval, and
  3. Be removed within three days after the end of the restricted entry interval and before any entry prohibited during a restricted entry interval.

#### Sign Placement:

- The signs shall be posted so that they are visible at all usual points of entry to the treated area, including each road, footpath, walkway, or aisle that enters the treated field, and each border with any labor camp adjacent to the treated field. If there are no identified usual points of entry to the treated field, signs shall be posted at the corners of the treated field. When a treated field is adjacent to an unfenced public right-of-way, such as a road, trail, or path, additional signs shall be posted at each end of the treated field and at intervals not exceeding six hundred feet along the treated field's border with the right-of-way.

#### Minimal exposure/irrigation system (Chemigation):

When a pesticide product with the signal word "DANGER" on the label, or a minimal exposure pesticide listed in Section 6790, is being applied to a field through an irrigation system, signs shall be posted in the manner specified above. These signs shall contain the following:

1. An octagon stop sign symbol at least eight inches in diameter containing the word "STOP" in English;
2. The words "KEEP OUT" and "NO ENTRE" above the symbol and the words "PESTICIDES IN IRRIGATION WATER" and "PESTICIDAS EN AGUA de RIEGO" below the symbol;
3. All letters shall be at least two and one half inches tall; and
4. All letters and the symbol shall be a color which sharply contrasts with the background.

#### Field fumigant:

When a fumigant is applied to a field, signs shall be posted as specified in the preceding Sign Placement section. However, these signs shall contain the following information:

1. The skull and crossbones symbol; and
2. The following statements:
  - (A) "DANGER/PELIGRO"
  - (B) "Area under fumigation, DO NOT ENTER/NO ENTRE";
  - (C) "(Name of Fumigant) Fumigant in use";
  - (D) The date and time of the fumigation; and
  - (E) The name, address, and telephone number of the applicator.

## FIELD WORK DURING PESTICIDE APPLICATION

### California Code of Regulations, Title 3, Section 6762

- No employer shall direct or allow any person, other than persons making the application, to enter or remain in a treated area of a farm or forest during an application.
- No employer shall direct or allow any person, other than the persons making the application, to enter or remain in treated nurseries or greenhouses, as specified below.

(1) If the pesticide is applied in a nursery:

(a) By aircraft, in an upward direction, or at a pressure of more than 150 pounds per square inch, or is applied as a fumigant, smoke, fog, or aerosol, the prohibited area is the treatment site plus 100 feet in all directions within the confines of the property.

(b) If the pesticide is applied downward from a height greater than 12 inches from the soil or other planting medium, as a fine spray, or using a pressure of more than 40 pounds per square inch, but not more than 150 pounds per square inch, or which requires respiratory protection on the product labeling, the prohibited area is the treatment site plus 25 feet in all directions within the confines of the property.

(2) If the pesticide is applied in a greenhouse:

(a) As a space treatment (fumigant, smoke, fog, aerosol or mist) or is a pesticide for which the product labeling requires respiratory protection, the prohibited area, until ventilation criteria have been met, is the entire enclosed area plus any adjacent area that is not sealed (sufficient to prevent pesticide transfer) from the treatment site.

(b) As a spray from a height greater than 12 inches from the soil or other planting medium, as a fine spray, or using a pressure of more than 40 pounds per square inch, the prohibited area is the treatment site plus 25 feet in all directions within the enclosed area.

Otherwise, in both nurseries and greenhouses, the prohibited area is the treatment site.

## FIELD REENTRY AFTER PESTICIDE APPLICATION

### California Code of Regulations, Title 3, Section 6770

- The employer shall not allow or direct any employee to enter or remain in a treated field before the restricted entry interval stated on pesticide product labeling or listed in section 6772 has expired except as provided in this section or otherwise expressly authorized by the director pursuant to Title 40 Code of Federal Regulations, Part 170.112 (d) or (e).
- Employees may enter a treated field during a restricted entry interval to conduct pesticide handling activities, including soil incorporation (mechanical or watered-in), provided they are wearing the personal protective equipment specified on the pesticide product labeling for handling activities.
- An employee may enter a treated field during a restricted entry interval when there will be no contact with anything that has been treated, including soil, water, air, equipment, or plant surfaces, provided that inhalation exposure does not exceed any pesticide product labeling standard or, for greenhouses, the ventilation criteria in section 6769 have been met. Operating tractors or other

equipment from inside an enclosed cab or when shields or other control methods, such as operator placement, physically prevent contact of the employee with anything that has been treated is considered to be a "no contact" activity for the purposes of this section.

- An employee may enter a treated field during a restricted entry interval specified on pesticide product labeling to conduct limited contact activities (including limited contact irrigation) that are necessary and unforeseen, provided that:
  - (1) The restricted entry interval is not for a pesticide product with the requirement on the labeling for both oral notification of workers and the posting of treated fields (double notification);
  - (2) At least 4 hours have elapsed since the end of the application;
  - (3) Inhalation exposure does not exceed the applicable pesticide product labeling standard or the ventilation criteria in section 6769 have been met;
  - (4) Exposure is minimal and limited to the feet, legs (below the knees), hands, and forearms (below the elbows);
  - (5) The personal protective equipment specified on pesticide product labeling for early entry or the optional personal protective equipment of coveralls, socks, chemical resistant footwear, chemical resistant gloves, and protective eyewear (if required by the pesticide product labeling) is utilized;
  - (6) The time in treated fields under a restricted entry interval does not exceed 8 hours in any 24 hour period for each employee entering under this exception; and
  - (7) The employees are informed that this exception is being used and about the provisions of (2), (3), and (6) orally or by posting notice.
  - (8) This exception may not be used if the supporting exception granted by the U.S. Environmental Protection Agency is not in effect.
- An employee may enter a treated field during a restricted entry interval specified on pesticide product labeling to conduct other activities, not included in (b), (c), and (d) that do not involve hand labor provided that:
  - (1) At least 4 hours have elapsed since the end of the application;
  - (2) Inhalation exposure does not exceed any pesticide product labeling standard or the ventilation criteria in section 6769 have been met;
  - (3) The personal protective equipment specified on pesticide product labeling for early entry is used;
  - (4) Entry does not exceed 1 hour in any 24-hour period for any employee; and
- An employee may enter a treated field after the expiration of the restricted entry interval specified on pesticide product labeling and while a restricted entry interval specified in section 6772 is in effect as provided below:
  - (1) To conduct activities, other than hand labor, provided that employees are wearing work

clothing with long sleeves and legs, shoes, socks, and gloves.

**GREENHOUSE VENTILATION CRITERIA**  
**California Code of Regulations, Title 3, Section 6769**

When a pesticide with product labeling requiring respiratory protection for application is applied by any method, or when any pesticide is applied as a fumigant, smoke, mist, fog or aerosol inside a greenhouse, ventilation shall continue until:

- (a) the concentration is measured and found not to exceed any pesticide product labeling standard;
- or
- (b) one of the following has occurred if there is no labeling standard:
  - 1) 10 air exchanges are complete;
  - 2) 2 hours of mechanical ventilation, such as with fans;
  - 3) 4 hours of passive ventilation, such as opening vents, windows, or doors;
  - 4) 24 hours with no ventilation; or
  - 5) any combination of percentage portions of 1), 2), 3), and 4) the sum of which equals 100%.

**EARLY ENTRY FIELDWORKERS**  
**California Code of Regulations, Title 3, Section 6771**

The employer shall assure:

A. Early Entry Fieldworkers Are Informed Of:

- 1. Pesticide product labeling requirements related to human hazards or precautions;
- 2. First aid;
- 3. Symptoms of poisoning
- 4. Use and care of personal protective equipment required for early entry into treated fields;
- 5. The prevention, recognition, and first aid for heat related illness; and
- 6. The importance of washing thoroughly at the end of the exposure period.

B. Personal Protective Equipment

- The employer shall provide all required personal protective equipment and provide for its cleaning (according to pesticide labeling instructions or, absent any instructions, washed in detergent and hot water), repair and replacement when it cannot be adequately cleaned or properly repaired. All personal protective equipment shall be inspected before each day of use.
- Personal protective equipment must be used correctly for its intended purpose.
- A clean, pesticide free place for storing personal clothing and putting on personal protective equipment at the start of work and taking off personal protective equipment at the end of the exposure period must be provided for early entry fieldworkers.



- All personal protective equipment must be kept separate from personal clothing, in a pesticide free, specifically designed place, when not in use. All required personal protective equipment required for fieldworker employees shall meet the applicable standards in Section 6738.
- Cleaned personal protective equipment must be dried or stored in a well ventilated place to dry. The employer shall assure that contaminated personal protective equipment is kept and washed separately from other clothing or laundry.
- The employer shall inform any person who cleans or launders personal protective equipment that the equipment may be contaminated, about the hazards presented, and how to properly handle and clean the personal protective equipment.
- Personal protective equipment shall remain the property of the employer. Early entry fieldworkers shall not be allowed or directed to take home pesticide contaminated personal protective equipment.
- The employer shall assure that early entry fieldworkers engaged in tasks pursuant to Section 6770(d) and (e) are provided, at the place where they remove personal protective equipment, sufficient water, soap, and clean towels so that they may wash thoroughly at the end of the exposure period.
- At least one pint of eyeflush water is immediately accessible (carried by the fieldworker or on the vehicle the fieldworker is using) to each fieldworker who is performing, during any restricted entry interval specified on pesticide product labeling, early entry activities in a treated field for which the pesticide product labeling requires protective eyewear.
- The employer shall take appropriate measures to prevent heat related illness, when necessary.

**RESTRICTED ENTRY INTERVALS**  
**California Code of Regulations, Title 3, Section 6772**

- (a) The restricted entry intervals specified in this section shall be applied according to the following:
  - (1) Other restricted entry intervals are found on pesticide product labeling. In case of an inconsistency between the pesticide product labeling and this section, the longer restricted entry interval shall be followed;
  - (2) If more than one restricted entry interval in this section is applicable to a given situation, the longer restricted entry interval shall apply, except as provided in section 6774;
  - (3) When reference is made to pounds of a pesticide in a restricted entry interval, the reference means pounds of active ingredient;
  - (4) A day is considered to be a 24-hour period beginning at the conclusion of the application to the identified field or portion of a field.
- (b) The restricted entry intervals in days in the following table apply to the pesticide/crop combinations listed.

(a) Pesticide Crop:	Apples	Citrus	Corn	Grapes	Peaches & Nectarines	Other Crops
Azinphos-methyl	14(B)	30	---	21	14(B)	14(A)(B)
Chlorpyrifos	---	2	---	---	---	---
Diazinon	5	---	---	5	5	---
Endosulfan (Thiodan)	2	2	2	2	2	2
Malathion	---	1	---	1	1	---
Methidathion (Supracide)	---	30	---	---	---	---
Methomyl (Lannate)	---	---	---	7(C)	---	---
Parathion-methyl	14	14(D)	14(D)	14(E)	21	14(D)
Phorate (Thimet)	---	---	7	---	---	---
Phosmet (Imidan)	---	---	---	5	5	---
Propargite (Omite, Comite)	21	42	7	30	21	21(F)(G)
Sulfur	---	1	---	3(H)	1	---

Footnotes:

(A) This restricted entry interval applies to stone fruit only. Stone fruit does not include almonds.

(B) If the total Azinphos-methyl applied in the current calendar year is 1.0 pounds per acre or less, thinning may be done after 7 days.

(C) Applications of methomyl made after August 15 have a 21 day restricted entry interval. This interval may be terminated after 10 days if leaf samples tested pursuant to section 6774(c)(4) show 0.1 micrograms per square centimeter or less of dislodgeable foliar residue of methomyl.

(D) This restricted entry interval applies only when more than one pound per acre of parathion-methyl is applied.

(E) The restricted entry interval for non-encapsulated parathion-methyl on grapes in Monterey County is 6 days.

(F) The restricted entry interval for strawberries and field grown roses treated with propargite is 3 days.

(G) The restricted entry interval for cotton fields treated with propargite is 7 days. However, from the end of the restricted entry interval until the beginning of harvest, the employer shall assure that employees entering propargite-treated cotton fields wear work clothing with long sleeves and legs and gloves.