

EMPLOYER GUIDELINES FOR MEDICAL SUPERVISION

The following is information paraphrased from the California Code of Regulations regarding medical supervision.

6728 MEDICAL SUPERVISION

- A. (A) Whenever an employee mixes, loads, or applies a pesticide with the signal word "DANGER" or "WARNING" that contains an organophosphate or carbamate, for the commercial or research production of an agricultural plant commodity, the employer shall maintain use records that identify the employee, the name of the pesticide, and the date of use. The original or copies of documents otherwise required to be maintained by this chapter may be used to meet the requirements of this section provided they contain the information required by this section.
- B. Whenever an employee handles a pesticide in toxicity category one or two that contains an organophosphate or carbamate, for the purpose of producing an agricultural commodity, it is required that the employer maintain pesticide use records that identify the employee, the name of the pesticide and the date of application.
- C. When an employee handles the pesticides listed above for any part of a day, for more than six (6) days in any thirty (30) consecutive day period, (regularly handles) the employer is required to:
 1. Obtain a written agreement signed by a physician that includes:
 - (A) the names and addresses of both the physician providing the medical supervision and the employer responsible for the employees, and
 - (B) a statement that the physician has agreed to provide medical supervision and that the physician possesses a copy of and is aware of the contents of "Medical Supervision of Pesticide Workers - Guidelines for Physician". Available from the Department of Agriculture, Weights and Measures.

Provide a copy of this agreement to the Agricultural Commissioner no later than when an employee begins to regularly handle the pesticides listed above.
- D. Employer's responsibility for medical supervision for employees who regularly handle the pesticides listed in A above shall include the following:
 1. Employees are required to have baseline red cell and plasma cholinesterase determinations. The baseline values are required to

be verified every two years.

(For new employees, the medical supervisor may accept previously established baseline values if they are obtained in accordance with these regulations by the same laboratory methodology and are acceptable to the laboratory which will analyze the new employee's blood sample).

2. (A) The red cell and plasma cholinesterase determinations are required to be made within three working days after the conclusion of each 30-day period in which the covered pesticides are regularly handled.
 - (B) After three tests at 30-day intervals, further periodic monitoring is required to be at intervals specified in writing by the medical supervisor.
 - (C) When the medical supervisor has made no written recommendation for continued periodic monitoring, the testing interval is required to be 60 days.
 3. The employer is required to keep a record of the agreement to provide medical supervision, use records, all recommendations received from the medical supervisor and all results of cholinesterase tests required to be made on employees by this section or by the medical supervisor. These records will be maintained for three years and are required to be available for inspection by the employee, the director, the commissioner and county or state health officials.
 4. It is required that the employer follow the recommendations of the medical supervisor concerning matters of occupational health.
 5. The employer is required to post the name, address and telephone number of the medical supervisor in a prominent place where the employee starts the work day or at each worksite or in each work vehicle.
- E. The employer shall investigate the work practices of any employee whose red cell or plasma cholinesterase levels fall below 80% of the baseline.

The investigation of the work practices shall include:

1. a review of the safety equipment used and its condition.
2. the employee's work practices, including:

- a) employee sanitation
- b) pesticide handling procedures
- c) equipment usage

F. The employer shall maintain a written record of the findings, any changes in equipment or procedures and any recommendations made to the employee.

The employer shall remove an employee from exposure to organophosphate or carbamate pesticides if the employee's plasma cholinesterase level falls to 60% or less of baseline, or if red cell cholinesterase falls to 70% or less of baseline.

The employee shall be removed from further exposure until cholinesterase values return to 80% or more of their respective baseline values.

The employer shall maintain written records of the dates of removal and the dates when employees are returned to exposure.

G. To meet the requirements of these regulations, red cell and plasma cholinesterase tests ordered by a medical supervisor for occupational health surveillance shall be performed by a clinical laboratory currently approved by the State Department of Health Services to perform the tests.