Protecting Young Adults in the Agricultural Workforce

*National Farm Safety & Health Week*

AgriSafe Network
September 21, 2016

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Objectives

At the conclusion of this program, participants will be able to:

1. Identify physical and psychological developmental factors to consider when training and employing young adults in the agricultural sector.

2. Define agricultural hazards and exposures that increase the risk of injury and illness among the young worker.

3. Describe regulatory standards that can promote a safe work environment for young employees.

4. Create action steps that can reduce agricultural injury and illness.
CDC/NIOSH Total Worker Health® Affiliate
A Few Facts:

• U.S. farms contributed $166.9 billion (about 1%) to the GNP in 2013 (USDA)

• Direct on-farm employment provided 2.6 million jobs in 2013 (USDA)

• In 2014, 253,000 young workers between the ages of 16 and 24 were employed in agriculture (BLS data February 2015).

• In 2014, 50,000 workers between the ages of 16 and 24 were female. (BLS 2015)

*Note the U.S. Census Bureau age group category – under 25.
A 2014 *Migrant Clinicians Network* report indicates there may be between 1 and 2.5 million hired workers in the U.S. and about half a million are under the age of 18. MCN reports that about one-half of these workers are authorized to work in the U.S.
Multiple Tasks

It is a fair statement to describe agricultural work as multi-disciplinary: doing more than one type of work in a day (shift); working varied hours and varied conditions.

Agricultural work involves:

• ergonomics – potential for injury resulting from lifting, climbing, twisting, etc.

• working with animals (large & small)
  – potential for zoonotic disease exposure
  – injuries resulting from bites and ‘struck by’ hazards

• heavy machinery – potential for acute and chronic injury

• hand tools – potential for vibration injury, eye injury, etc.

• pesticide & other chemical exposures (also needle sticks)
As an employer of young adult workers (usually referred to as between the ages of 16 – 24), you are not only hiring someone to do a particular job...

.... but also preparing workers in agriculture production for the future
You are

• providing mentoring and guidance
• providing valued work experience
• protecting young worker from work related illness, injury or death

➤ Many young employees plan on working in agriculture throughout the life continuum.
Young people in the work force are still developing and maturing into their mid-twenties.

- Physical development (muscle, bone, weight, height) are the more obvious factors

- Teens and young adults tend to grow and develop physically at different rates
Developmental Factors in Young Workers

- We may be much less aware of psychological/mental / neurological development

- We often have a tendency to judge ability to perform a task on what we see
  - Youth may appear to have all of the same physical capabilities as full grown adult
A Brain in Progress

According to recent findings, the human brain does not reach full maturity until at least the mid-20s (20 – 25 y/o)

Studies have shown that the brain’s ability to make decisions and make good judgement calls is still developing in the early twenties:

- Attention span – easily distracted
  - other workers
  - cell phones
  - music (ear buds in)
- Cause & effect relationship not fully developed –
  - how fast is safe/ how far from danger/ short cuts lead to mishaps
- Often impatient
How young employees think
(cognitive growth & development)

• Ability to make good decisions may still be developing
  • Time management
  • Following instructions

• May not be fully aware of ability/ inability – thinking they can do more than they really are capable of doing – Perceptive skills still developing

• May have a distorted sense of immortality
Perceptual and cognitive development may not reach adult levels until several years post adolescence.*
Time Constraints

For many young workers, we need to keep in mind that they likely come to the job with several other time commitments in their lives – especially if they are part time or seasonal workers.

- school
- family
- sports
- another part time job and work commitments at home
Cultural Diversity

Young workers can be culturally diverse:

• Language
• Clothing preferences
• Food preferences
• Religious customs
• Familial roles
• Gender roles
• Acclimatization
Is there any language barrier?

• Many hired workers do not use English as their primary language.

• Workers may not want to indicate they do not understand instructions.*

• There may be a lack of instructions or safety materials in youth’s language.

• Farmers also use their own language – make sure the employer uses language or terminology that hired youth understand.
Is there any language barrier?

**Solutions:**

• Keep slang terms to a minimum – or be sure they are understood

• Provide written materials and training videos in worker’s first language

• Require return demonstrations

• Is a buddy system possible?
Solutions – Be Creative:

• Providing training
  – utilize resources and experienced employees

• Responsibilities should be appropriate to abilities

• Giving ownership of a chore or task
  – if an employee owns a task or chore, he/she is more likely to think through the process
Many young workers are proficient in use of electronics and applications:

- **Pros** – computer and social media savvy can potentially bring value to your operation
- **Cons** – distractions can put them at a higher risk for injury


**Solutions:**
Get to know employee strengths – *then*...

- Give them ownership of tasks.
- Use technology in their job when possible.
Fostering young worker development includes:

- **Respecting the employee** – at any age ...
  - This will help in developing respect and willingness to please you – the employer

- **Communication** – “keep them in the loop”

- **Inclusiveness** - when appropriate – ask their opinion/input
  Example: computer programming, mapping, etc.
Safety behavior is based on:

- Experience
- What has been learned at home
  - Level of emphasis on safe practices
  - Age appropriate tasks
    - Did parents take pride in the fact that he/she did grown up things at an early age?
- Cultural orientation -
  - salutations / greetings
  - food preferences
  - length of hair
  - religious interpretation
  - clothing preferences
Interpersonal / Social Growth & Development

- Mobile workers may have a fear of reporting illness or injury

- Peer influence – cannot be underestimated!

- **Remember!** Reward/praise employee for doing a good job!
Physical Development in Young Adults

Teens and young adults are continuing to grow physically along with their emotional and psychological development.
Musculoskeletal growth:

- bone growth is more rapid than muscle development
- can cause lack of coordination and limited muscle coverage over bones.
- can result in joint instability (example: patella)
Sleep Deprivation

Young workers may be chronically sleep deprived – teens and young adults need more restorative sleep than young children.

- Lack of sleep can have an obvious effect on workplace awareness and function. Sleep deprivation can be affected by:
  - biological circadian rhythms
  - fatigue
  - sleep habits
  - media & technology
Solutions to Sleep Deprived

• Recognize this is an issue!

• Employer/supervisor needs to recognize behaviors of sleep deprivation and make adjustments in work schedule or tasks if possible

• Make sure young workers know they need to let you know if they are sleep deprived
Mitigate Causative Factors

- Injuries can manifest due to improper techniques

Solution: Teach and **demonstrate** proper use of equipment:

- **Ladders**
  - 4 to 1 ratio – Up 4 feet out 1 foot
  - Appropriate training
- **High & low elevations**
  - Fall protection, fall restraint; fall arrest
  - Appropriate training
- **Tractors**
  - Face equipment
  - 3 points of contact
  - Appropriate training
- **ATV’s**
  - PPE
  - Appropriate training
  - No seat – No Rider!

✓ Require return demonstrations
Injuries can manifest due to improper techniques

Teach and demonstrate proper use of equipment:

- **Lawn & garden**
  - Receive training
  - Use appropriate PPE
- **Hand tools (include vibration injuries)**
  - Receive training
  - Use appropriate PPE
- **Chain saws**
  - Receive training
  - Use appropriate PPE

✓ Require return demonstrations
Animal Handling Injury Potential

- Large animals – cattle, dairy, hogs
- Small animals
- Fowl
- Horse related injuries – ropes, saddles, footwear
  - saddleupSAFEY.org
- Needle stick injuries i.e.: antibiotics/vaccinations

Solutions:
- Conduct safe animal handling training that addresses the wide variety of hazards related to livestock work.
- Have job specific health and safety information available.

☑ Require return demonstrations
Heat Exposure Issues

Consider:

• Workers may not be acclimated to heat conditions.
• Workers may be a long distance from shade and water supplies.
Contributing Factors to Heat Related Illness

- Dehydration
- Intestinal illnesses
- Decreased sodium intake
- High caffeine or sugar intake
- Alcohol consumption
- Use of contraindicated prescription or over the counter (otc)medications
- Use of illegal substances
- Language or other communication barriers
Heat Stress — *an umbrella term used to describe a condition or process that can raise the deep core body temperature*:

- Heat Exhaustion
- **Heat Stroke** — *the most severe condition*
- Heat Syncope
- Heat Cramps
- Heat Rash

Sources: OSHA Campaign to Prevent Heat Illnesses in Outdoor Workers / Using the Heat Index Guide
**Signs and symptoms of heat stroke and heat exhaustion**

**Señales y síntomas de ataque de calor y agotamiento de calor**

**Heat Stroke**
1. Dry, hot skin
2. Very high body temperature
3. Confusion!

**Ataque de calor**
4. Piel seca y caliente
5. Temperatura del cuerpo normal o pro debajo de lo normal
6. Confusión!

**Heat Exhaustion**
1. Moist clammy skin
2. Normal or subnormal temperature

**Agotamiento de calor**
3. Piel húmeda y pegajosa
4. Temperatura del cuerpo normal o anormal

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PACIFIC NORTHWEST AGRICULTURAL SAFETY AND HEALTH CENTER
Centro de Seguridad y Salud en la Agricultura del Noreste del Pacífico
(800) 330-0827, pnash@uw.edu, http://depts.washington.edu/pnash/heat_illness/
Water. Rest. Shade. (recommended resource)

https://www.osha.gov/SLTC/heatillness/
Cold Weather Conditions

- Frost nip
- Frost bite
- Driving conditions

Solution for Cold Weather Issues

Look at the OSHA Quick Card https://www.osha.gov/Publications/OSHA3156.pdf
Chemical/Pesticide Exposures
Follow EPA and OSHA Standards

• Employers must provide training as specified by the Environmental Protection Agency [EPA 170.130]


These changes will be fully in effect on January 2, 2017

This standard will include:
• pesticide safety training
• the 5 day grace period with abbreviated training will no longer exist *
• ensure all workers and handlers are trained annually**
• Handlers and early entry workers must be 18 years of age***
• including training on the use of PPE
  — Also in the OSHA standards 1910.132-138
Follow EPA and OSHA Standards

– Pesticide handlers must wear the personal protective equipment (PPE) specified on the pesticide container label.

– Employer's responsibilities include [EPA 170.112]:
  • Providing PPE to each worker.
  • Cleaning and maintaining PPE.
  • Ensuring that each worker wears and uses PPE correctly.
  • Preventing heat stress if the work and PPE could cause it.

Also in OSHA General Requirements - Standard (1910.132 – 138)

https://www.osha.gov/SLTC/youth/agriculture/chemicals.html

• Remember: as an employer, you hold primary responsibility for the safety and health of workers and safe work practices!!
Chemical Exposure Training

• Pesticides
  – EPA regulations
  – PPE & labeling
  – Safety Data Sheet (formerly called MSDS)

• Other Chemicals
  - Paints
  - Sprays
  - Pipeline cleaners
  - Oils
  - Other products

• PPE & Labeling
  -- Safety Data Sheet (formerly called MSDS)

Train & Demonstrate the Use of:
  – PPE
  – Labeling / original containers
  – Storage protocol
  – Poison control
  – Field entry/exit

✓ Require return demonstrations
Worker Protection Standard:

• **EPA’s** Regulation aimed at reducing the risk of pesticides and injuries among agricultural workers and pesticide handlers.

• Recognition and Management of Pesticide Poisonings Manual
  [www.epa.gov](http://www.epa.gov)
This table summarizes key provisions in the EPA’s current WPS regulation and the 2015 revisions. It does not cover all of the details in the rule nor does it include all of the information needed to comply with the regulation.
<table>
<thead>
<tr>
<th>Requirement</th>
<th>New 2015 Provision</th>
<th>Current Provision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frequency of full training for workers and handlers</td>
<td>Annual training.</td>
<td>Every 5 years.</td>
</tr>
<tr>
<td>Training grace period for worker training</td>
<td>No grace period. Workers must be trained before they work in an area where a pesticide has been used or a restricted-entry entry interval has been in effect in the past 30 days.</td>
<td>5-day grace period with abbreviated training.</td>
</tr>
<tr>
<td>Qualifications for trainers of workers</td>
<td>Certified applicators, State/Tribal/Federal approved trainers, and persons who have completed an EPA-approved train-the-trainer course.</td>
<td>Handlers, certified applicators, State/Tribal/Federal approved trainers, and persons completing an approved train-the-trainer course.</td>
</tr>
<tr>
<td>Expand training content for workers and handlers</td>
<td>Keep existing and expand content. Final worker training topics expanded to 23 items, and handler training expanded to 36 items. Training on new content not required until 2 years from effective date of final rule.</td>
<td>11 basic training items for workers and 13 items for handlers. Minimal training on reducing take-home exposure, reporting use violations, and prohibition from employer retaliation.</td>
</tr>
<tr>
<td>Recordkeeping of training</td>
<td>Keep records for 2 years. Give copy of record of training to workers and handlers upon their request.</td>
<td>No recordkeeping of training. Voluntary verification card system.</td>
</tr>
<tr>
<td>Requirement</td>
<td>New 2015 Provision</td>
<td>Current Provision</td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Notification of Treated Areas</strong></td>
<td><strong>New 2015 Provision</strong></td>
<td><strong>Current Provision</strong></td>
</tr>
<tr>
<td>Notification of treated areas under an REI</td>
<td>Post warning sign if REI is greater than 48 hours (outdoor applications) or 4 hours (enclosed space applications (e.g., greenhouses)), otherwise option for posting or oral notification unless label requires both.</td>
<td>Farms, forests and nurseries: Post warning sign or give oral notification for any REI, unless label requires both. Greenhouses: all applications require signs to be posted.</td>
</tr>
<tr>
<td>Warning sign</td>
<td>Same as current sign.</td>
<td>Red circle containing stern-faced man with upraised hand. At the top: “DANGER” and “PELIGRO”, “PESTICIDES”, “PESTICIDAS”. At the bottom: “KEEP OUT”, “NO ENTRE.”</td>
</tr>
<tr>
<td>Information exchange between handler employer and agricultural employer</td>
<td>Agricultural employer must provide application information on treated areas the handler may be in (or walk within ¼ mile of). Handler employer must notify before the application begins for certain changes and within 2 hours of end of application for most other changes, unless only change was less than 1 hour difference in application time.</td>
<td>Agricultural employer must provide application information on treated areas the handler may be in (or walk within ¼ mile of). Handler employer must notify of changes to application plans before application begins.</td>
</tr>
<tr>
<td><strong>Minimum Age</strong></td>
<td><strong>New 2015 Provision</strong></td>
<td><strong>Current Provision</strong></td>
</tr>
<tr>
<td>Minimum age for handlers and early-entry workers</td>
<td>Handlers and early-entry workers must be at least 18 years old. (Members of owner’s immediate family are exempt from this and most other requirements of the WPS.)</td>
<td>No minimum age.</td>
</tr>
<tr>
<td><strong>Entry Restrictions During Application for Outdoor Production</strong></td>
<td>All outdoor production: No entry into treated area or the application exclusion zone, which is an area up to 100 feet around the application equipment during pesticide application on farms, forests and nurseries. Size of the application exclusion zone depends on type of application. Revised descriptions of application methods.</td>
<td>Farms and forests: No entry into treated area. Nurseries: No entry into treated area or an area up to 100 feet around the treated area, where the size of the additional area depends on type of application.</td>
</tr>
<tr>
<td><strong>Handler suspend Application</strong></td>
<td>Handler must apply pesticides so as not to contact workers or other persons. Handler must suspend application if a worker or other person is in the application exclusion zone, an area up to 100 feet around the application equipment.</td>
<td>Handler must apply pesticides so as not to contact workers or other persons. No specific requirement to suspend applications.</td>
</tr>
<tr>
<td><strong>Exemptions and Exceptions</strong></td>
<td>Only certified crop advisors are exempt from labeling PPE and WPS requirements as specified in exemption. Certified crop advisor employees must use label-required PPE while working in a field during an REI, and employer must provide all required WPS protections, or rely on the PPE substitutions allowed under the crop advisors.</td>
<td>Certified crop advisor chooses PPE for themselves and their employees working under their direct supervision in a field during an REI. Also exempted from providing decontamination supplies and emergency assistance for themselves and employees.</td>
</tr>
</tbody>
</table>
The **OSHA Young Worker Program** has excellent materials to guide you in establishing a training program.

This site describes hazards, solutions, and location of related standards.
Young Workers
Landscaping: Plant Your Feet on Safe Ground!

Welcome to the OSHA Young Worker Summer Job Safety page. OSHA wants you to enjoy working in the landscape industry and be safe on the job. This page provides the working teen with some safety working tips in the areas of general safety, and recommendations to prevent injury from sun-ultraviolet radiation, heat, pesticides, electrical hazards, noise and injuries to the eye.

General | Environmental - Sun UV Heat | Pesticides | Electrical | Noise | Transportation | Cuts/Punctures - Eye | En Español
| Back to OSHA’s Young Workers Page |
Our Materials for Employers

For additional information, visit our Employers page to find out what you can do as an employer to keep teens safe.

Facts For Employers — Safer Jobs For Teens

This factsheet for employers outlines Five Steps to Safer Teen Jobs, work restrictions for teens, a compliance checklist, and more.
- **English (2016)**
- **Spanish (2016)**

Orienting Worksite Supervisors About Teen Health And Safety

This document includes the complete Steps for Job Trainers and Job Developers with full checklists.
- **Orienting Worksite Supervisors (Steps, Training Agreement, Orientation Checklist (Word))**
Personal Protective Equipment

• The last line of defense when a hazardous exposure cannot be eliminated or a barrier in place

In order to work, it has to fit!

  o Young workers may have a difficult time putting on and taking off PPE equipment
  o Make sure you have the right sizes for all workers (male and female)
  o Most ppe is designed for adult males
1. Eliminate – remove or design hazard out
   ➢ The first line of defense!

2. Substitute – replace hazard with a non-hazard

3. Engineering control – isolate/diminish hazard

4. Administrative control – training, work schedule, signage

5. Personal protective equipment – may be only feasible solution

www.osha.gov
http://www.cdc.gov/niosh/twh/totalhealth.html
PPE Access and Storage

If you have several worksite locations:

• Organize one main or central storage unit for supplies
  – have multiple smaller PPE storage sites in accessible locations
  – store personal protective equipment in dust and moisture proof containers

✓ Disposable face pieces that will be re-used by individuals should be in loose containers that will not retain moisture
• Women have anatomical and physiological differences that may place them at risk for farm injuries. Females are, on average, shorter than men and have more adipose tissue.

• Females also have narrower shoulders, wider hips and proportionally have shorter legs and arms than their male counterparts

• On average, upper body strength is 40% - 75% less in females than in males, while lower body strength is 5% - 30% less in females

• Safety education and protective equipment is primarily geared toward men
• Women using pesticides have **1.5 x increased risk** of:
  – Longer menstrual cycles
  – Missing a period
  – Irregular cycles with break through bleeding

• Safety education protective equipment is primarily geared toward men

• Tools and equipment are made more for men as well
OSHA Agriculture Standard

(29 CFR 1928)

Occupational Safety & Health Act of 1970 – Federal Laws & Regulations Affecting Agricultural Employers

- 8 sections
  - Purpose and Scope
  - Applicability & Standards

- Followed by 6 specific Agriculture standards
  - Roll over protective structures (ROPS) for agricultural tractors
  - Protective frames for wheel-type agricultural tractors
  - Protective enclosures for wheel-type agricultural tractors
  - Guarding of farm field equipment, farmstead equipment, and cotton gins
  - Field Sanitation – refers to provision of drinking water, hand washing and toilet facilities for hand labor workers.
  - Cadmium – refers to exposure to toxic metal fumes; some phosphate sources in fertilizer may contain cadmium (*also identified under General Industry 29 CFR 1910.1027)

If the hazard cannot be addressed in the Agriculture Standard (29 CFR 1928), OSHA defers to the General Industry Standard (29 CFR 1910)

- General Industry Applicable Standards
  - Temporary Labor Camps
  - Storage & Handling of Anhydrous Ammonia
  - Logging Operations
  - Slow Moving Vehicles
  - DOT Markings
  - Hazard Communication
  - Cadmium (welding, grinding, painting)
If there is not a standard that is applicable to agriculture in the General Industry Standards - then go to the

**General Duty Clause Section 5(a)(1)**

- Each employer shall furnish to each employee a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious harm

- Each employer shall comply with defined OSHA standards

Other OSHA Standards related to Agriculture

These are also **29 CFR 1910** Standards

- General Requirements for Personal Protective Equipment
- Respiratory Protection
- Hearing Conservation & Noise Exposure
- Eye & Face Protection
- Slips, Trips, & Falls – refers to walking surfaces, working surfaces, ladders, and scaffolding.
- Confined Space Entry – refers to definition of confined space, hazards, lock out/tag out
Changes to the Occupational Safety and Health Administration's (OSHA) Hazard Communication Standard are bringing the United States into alignment with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS)

The Hazard Communication Standard in 1983 gave the workers the ‘right to know' ...but the new Globally Harmonized System gives workers the ‘right to understand.’

The revised standard requires that information about chemical hazards be conveyed on labels

Labels for a hazardous chemical must contain: • Name, Address and Telephone Number • Product Identifier • Signal Word • Hazard Statement(s) • Precautionary Statement(s) • Pictogram(s)

It is important to note that the OSHA pictograms do not replace the diamondshaped labels that the U.S. Department of Transportation (DOT) requires for the transport of chemicals
# OSHA Pictograms

<table>
<thead>
<tr>
<th>Health Hazard</th>
<th>Flame</th>
<th>Exclamation Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Carcinogen</td>
<td>- Flammables</td>
<td>- Irritant (skin and eye)</td>
</tr>
<tr>
<td>- Mutagenicity</td>
<td>- Pyrophorics</td>
<td>- Skin Sensitizer</td>
</tr>
<tr>
<td>- Reproductive Toxicity</td>
<td>- Self-Heating</td>
<td>- Acute Toxicity (harmful)</td>
</tr>
<tr>
<td>- Respiratory Sensitizer</td>
<td>- Emits Flammable Gas</td>
<td>- Narcotic Effects</td>
</tr>
<tr>
<td>- Target Organ Toxicity</td>
<td>- Self-Reactives</td>
<td>- Respiratory Tract Irritant</td>
</tr>
<tr>
<td>- Aspiration Toxicity</td>
<td>- Organic Peroxides</td>
<td>- Hazardous to Ozone Layer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Non-Mandatory)</td>
</tr>
<tr>
<td>Gas Cylinder</td>
<td>Corrosion</td>
<td>Exploding Bomb</td>
</tr>
<tr>
<td>- Gases Under Pressure</td>
<td>- Skin Corrosion/Burns</td>
<td>- Explosives</td>
</tr>
<tr>
<td></td>
<td>- Eye Damage</td>
<td>- Self-Reactives</td>
</tr>
<tr>
<td></td>
<td>- Corrosive to Metals</td>
<td>- Organic Peroxides</td>
</tr>
<tr>
<td>Flame Over Circle</td>
<td>Environment (Non-Mandatory)</td>
<td>Skull and Crossbones</td>
</tr>
<tr>
<td>- Oxidizers</td>
<td>- Aquatic Toxicity</td>
<td>- Acute Toxicity (fatal or toxic)</td>
</tr>
</tbody>
</table>

[https://www.osha.gov/Publications/OSHA3636.pdf](https://www.osha.gov/Publications/OSHA3636.pdf)
Additional Standards related to Agriculture

- **Sanitation Standards** – Sanitation standards require employers to provide potable water.

- **Medical Services & First Aid Standards** - Medical Services and First Aid standards require that persons onsite be adequately trained.*

*The first aid training standards generally apply throughout the industries they cover – which means it is usually expected that emergency care can be available in 3 – 4 minutes...if not, it is common practice to have someone trained in first aid and CPR (mandatory in logging and electrical power industry). In most agricultural settings – this is a different story – services may be several minutes or hours away.
All states have rules regarding the employment of young workers.

But **only some states have separate minimum wage requirements.** When federal and state rules are different, the rules that provide the most protection will apply. Be sure to find out about the rules in your state.
Small Farm Exemption

The Appropriations Act exempts small farming operations from enforcement of all rules, regulations, standards or orders under the Occupational Safety and Health Act. A farming operation is exempt from all OSHA activities if it:

- Employs 10 or fewer employees currently and at all times during the last 12 months; and
- Has not had an active temporary labor camp during the preceding 12 months.
- Immediate family members are considered exempt

Source: OSHA Instruction CPL 02-00-051

• Must still provide a safe work place
Education & Training

- Assess worker’s level of understanding – know your audience
- Consider peer – to – peer training
- Clarify your expectations – Orientation Checklist
- Identify areas of training
- Allow sufficient time for training
  - Would a buddy plan work in your operation?
- Utilize visual aids/ demonstration/ return demonstration

Growing Forward - information and examples of planning templates

http://aghealth.usask.ca/resources/farmsafetyplan/Farm_Safety_Plan-Growing_Foward.pdf
Education & Training

- Document all new and repeat training programs and attendance
- Repeat trainings on a regular schedule – annually
- Provide regular updates
- Keep educational materials and all SDS information in an accessible location.
- Maintain an ongoing Safety Training Action Plan
- **Practice what you preach!** (example: talking to employees about a safe working environment while in a cluttered shop area or on a tractor without a ROPS is not a good idea).
Recommended Resources

www.agrisafe.org
Recommended Resources

Occupational Safety & Health Administration
-  https://www.dol.gov/whd/regs/compliance/whdfs40.htm
-  https://www.osha.gov/SLTC/heatillness/
-  https://www.osha.gov/stopfalls/

EPA Worker Protection Standard

Migrant Clinicians Network (MCN)
-  http://www.migrantclinician.org/

National Children's Center for Rural & Agricultural Health & Safety
-  http://www.marshfieldresearch.org/nccrahs

Young Workers.org  Young Workers Project/U.C. Berkeley
Important to check with your state OSHA since there are 25 states that match or exceed this OSHA Instruction.
Employee Rights and Responsibilities

You have the right to:

- A safe and healthful workplace
- Know about hazardous chemicals
- Information about injuries and illnesses in your workplace
- Complain or request hazard correction from employer
Employee Rights and Responsibilities

You have the right to:

• Training
• Access to hazard exposure and medical records
• File a complaint with OSHA
• Participate in an OSHA inspection
• Be free from retaliation for exercising safety and health rights
Whistle Blower Protection Program

OSHA Fact Sheet

Your Rights as a Whistleblower

You may file a complaint with OSHA if your employer retaliates against you by taking unfavorable personnel action because you engaged in protected activity relating to workplace safety or health, asbestos in schools, cargo containers, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, motor vehicle safety, and securities laws.

Whistleblower Laws Enforced by OSHA

Each law requires that complaints be filed within a certain number of days after the alleged retaliation.

- Asbestos Hazard Emergency Response Act (90 days)
- Clean Air Act (30 days)
- Comprehensive Environmental Response, Compensation and Liability Act (30 days)
- Consumer Financial Protection Act of 2010 (180 days)
- Consumer Product Safety Improvement Act (180 days)
- Emergency Reorganization Act (180 days)
- Federal Railroad Safety Act (180 days)
- Federal Water Pollution Control Act (30 days)
- International Safe Container Act (60 days)
- Moving Ahead for Progress in the 21st Century Act (motor vehicle safety) (180 days)
- National Transit Systems Security Act (180 days)
- Occupational Safety and Health Act (30 days)
- Pipeline Safety Improvement Act (180 days)
- Safe Drinking Water Act (30 days)
- Sarbanes-Oxley Act (180 days)
- Seaman’s Protection Act (180 days)
- Section 402 of the FDA Food Safety Modernization Act (180 days)
- Section 1550 of the Affordable Care Act (180 days)
- Solid Waste Disposal Act (30 days)
- Surface Transportation Assistance Act (180 days)
- Toxic Substances Control Act (30 days)
- Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (90 days)

Unfavorable Personnel Actions

contributing or motivating factor in its decision to take unfavorable personnel action against you. Such actions may include:

- Applying or issuing a policy which provides for an unfavorable personnel action due to activity protected by a whistleblower law enforced by OSHA
- Blacklisting
- Demoting
- Denying overtime or promotion
- Disciplining
- Denying benefits
- Failing to hire or rehire
- Firing or laying off
- Intimidation
- Making threats
- Reassignment to a less desirable position, including one adversely affecting prospects for promotion
- Reducing pay or hours
- Suspension

Filing a Complaint

If you believe that your employer retaliated against you because you exercised your legal rights as an employee, contact OSHA as soon as possible because you must file your complaint within the legal time limits.

An employee can file a complaint with OSHA by visiting or calling the local OSHA office or sending a written complaint to the closest OSHA regional or area office. Written complaints may be filed by facsimile, electronic communication, hand delivery during business hours, U.S. mail (confirmation services recommended), or other third-party commercial carrier. The date of the postmark, facsimile, electronic communication, telephonic
What is Your Action Plan??
Evaluation

It is the goal of AgriSafe to provide information and education that is vital and pertinent to your agricultural operation.

*Please take a few minutes to honestly evaluate this program. Your input and suggestions will help us in our effort to continually improve our work on behalf of the agricultural community.*
Contact Information

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