



Rochester • Kingston • Albany

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Worker Justice Center of New York: Hazard Communication Training

2 hours

Workshop Objective: Develop an understanding of hazard communication of pesticides so that farm workers can protect themselves at work and educate their families and other farm workers.

Workshop Materials: sign-in sheets, pre-post test, chart paper and markers, 3 bells, pesticide EPA comics to everyone (game show prize), dress up box. The dress up box contains a variety of clothing, including shirts, scarves, and hats. Some of these are not appropriate for working in the field where pesticides have been applied (like a no-sleeve t-shirt). Others are appropriate for working in the fields, such as light-colored, long sleeve, cotton shirt. The idea is to have workers pick out appropriate clothing and recognize inappropriate clothing.

Quick Cards: Hazard Communication Standard Label, Hazard Communication Standard Pictogram, and the Hazard Communication Safety Data Sheets

Introduction (15 minutes)

The presenters introduce themselves and explain who we are and what we hope to do during our time together.

Each person introduces him or herself. Please, share your name, where you are from and where you live now, and something that makes you unique- for example, a special talent that you have, a foreign place you have visited, or a unique experience you have had. Please also share what type of work you do.

Pass around the sign-in sheet.

Note to trainers: The trainers must ensure that the information on the OSHA approved sign-in sheet is filled out with training date, training location, training topic/activities, time start, time end, trainer's name, translator's name if applicable, and have the eligible attendees enter their name, sign and provide a phone number or provide other means for a follow-up evaluation. You should let them know that Victoria will be calling them in 6 to 8 weeks after to talk about the training they attended. Once the sign-in sheet is filled, trainers are to certify (confirm or attest as true) that the information recorded on the sign-in sheet is accurate. Trainers are to distribute the OSHA approved evaluation sheets and ensure that the heading on the evaluation sheet is filled out such as date of training, name of trainers, topic covered

Evaluation of existing knowledge:

- **Pre-test** (5 minutes) – see attached pre-test
- **Discussion** (10 minutes)

Ask the participants the following questions. Write their responses on a flip chart and discuss briefly.

What are pesticides? What are they used for?

- Toxic chemicals used to control or kill insects, rodents, weeds and plant diseases caused by fungi.
- They are used on crops, in houses, on lawns, for pets, and to control mosquitoes
- Different types include: insecticides, herbicides, fungicides, raticides.
- They come in different forms: in powder or granules, liquid, gel, covering seeds, sticky paper

Do you work with pesticides?

With what type of crop?

Has anyone received training about pesticides? (If so, describe the training you've received.)

Invite the participants to share their experiences and see who has knowledge.

Game show! Pesticides and Your Health (30 minutes)

Form two or three teams depending on how many people there are. Each team will be asked to come up with a name and will receive a bell. We are going to ask a series of questions (see handout) and when your team knows the answer, ring the bell. The group that rings their bell first has the first opportunity to answer and the first chance to earn points.

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Facilitate game show.

Bonus Round:

How do pesticides enter the body?

There are four main ways. Each team has 5 minutes to think and draw the most common ways. (Pass out a big piece of paper and markers to each team)

When the time is up have each team present their drawing. Each team can gain up to 4 bonus points.

- 1) Through the skin
- 2) Through the eyes
- 3) Through the mouth (drinking, eating, breathing)
- 4) Through the nose (breathing)

No matter which team won, everyone is a winner! Pass out EPA pesticide comics to all of the participants.

Brainstorm (10 minutes)

Think about the different ways one can be exposed to pesticides. Fill in with the following information.

- Pesticides can drift through the air from nearby fields to workplaces and homes.
- Through contact with contaminated soil.
- Through contact with plants that have pesticide residue (for example, when one is picking the harvest by hand)
- Eating, drinking, smoking, or chewing gum or tobacco with hands contaminated by pesticides
- Eating fruits or vegetables without washing them
- Using irrigation water
- Carrying, mixing or applying pesticides to crops
- Packing or carrying harvested crops contaminated by pesticides
- Breathing pesticides from the dirt or dust
- Cleaning, repairing or driving machinery that has been used to apply pesticides
- Wearing clothes contaminated with pesticides

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Theater! The effects of pesticides on health (10 minutes)

No longer in teams, people can return to their seats. A presenter will act out 5 common symptoms of pesticide poisoning and people can call out what they think they are.

-Headaches/Dizziness

-Throwing up

-Skin irritation/rash

-Difficulty breathing

-Sweating profusely

Discuss. Immediate or acute symptoms can be confused with those of a cough or cold. They depend on many different factors, like the type of pesticide and how it entered the body. They include:

- Irritation of the eyes, nose, throat and/or lungs
- Skin irritation
- Nausea, vomiting, stomach pain, diarrhea, dizziness
- Respiratory problems
- Headaches
- Problems with vision
- Problems with the nervous system
- Muscle cramps and spasms
- Excessive sweating
- Blurry vision
- Fever
- Shaking
- Convulsions

Chronic or long-term effects include:

- Cancer
- Sterility
- Birth defects
- Miscarriages
- Paralysis

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- Neurological problems
- Organ damage (for example, to the lungs or kidneys)
- Asthma
- Memory loss
- Respiratory disease
- Shaking

If you have these symptoms and believe they are caused by pesticides, it is very important that you explain to the doctor that you believe the problem is a result of your contact with pesticides. It is also very important to take notes about when, where and how your ailment occurred and to get copies of the doctors reports.

The Environmental Protection Agency’s Worker Protection Standard and OSHA: Know Your Rights (15 minutes)

What is it? What does it say?

The Worker Protection Standard are federal regulations that protects farm workers and other workers who are at risk of pesticide exposure. It says that those workers have certain rights.

1. Pesticide application should not expose worker, including those who work directly with the pesticides. The employers are obligated to provide protective equipment to workers who deal with pesticides.
2. If you are not applying pesticides, then you should not be in a field where they are being sprayed. Before a pesticide application you should receive the following information:
 - -The specific pesticides that they are going to use
 - When and where they will be used
 - -How long you should stay out of the fields (known as the Restricted Entry Interval REI)
3. This information should be written in a language you understand, together with information about the nearest medical center. The information should be in a visible, central and accessible place to all of the workers. If someone cannot read, someone else should read it to them. If your boss does not give you this information, you have the right to ask for it.
4. In the event of pesticide poisoning, it is important to receive medical attention right away. If you get sick because of pesticides, your boss must provide transportation to the nearest medical center. Your boss must also give the doctor information about the specific pesticide you were using. This information is very important because it will help the doctor make the appropriate diagnosis and treatment.

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5. You have the right to water, soap and paper towels so that you can wash your hands frequently, and also in case of an emergency. The New York law also says that you have the right to basic sanitation- clean, drinkable water and clean bathrooms with a hand-washing station within a quarter mile of the work site.
6. Your boss must give a formal training about this law, and you must receive training every five years.
7. Your boss cannot retaliate against you (for example, firing you) because you have tried to comply with this law. That is illegal!

OSHA and the Hazard Communication Standard

- OSHA stands for the Occupational Safety and Health Administration.
- The purpose of OSHA is to ensure safe and healthy workplaces for all workers, regardless of immigration status.
- Workers can ask OSHA to inspect their workplace if they believe that there are serious hazards. Workers are encouraged to speak with the inspector in private during an OSHA visit.
- OSHA covers dairy workers while the New York Worker Protection Standard does not.

Optional alternative exercise for this section: print out a copy of these rights and distribute one right to each participant in the room. Pair up participants, ask them to take 2 minutes to read the rights they received to each other and briefly discuss to make sure they understand it. Then ask each group to present their rights to the audience.

Workers' rights under the OSH Act: Workers are entitled to working conditions that do not pose a risk of serious harm. To help assure a safe and healthful workplace, OSHA also provides workers with the right to:

- Ask OSHA to inspect their workplace;
- Use their rights under the law without retaliation and discrimination;
- Receive information and training about hazards, methods to prevent harm, and the OSHA standards that apply to their workplace. The training must be in a language you can understand;
- Get copies of test results done to find hazards in the workplace;
- Review records of work-related injuries and illnesses;
- Get copies of their medical records;

File a Complaint Workers, or their representatives, may file a complaint and ask OSHA to inspect their workplace if they believe there is a serious hazard or that their employer is not following OSHA standards. A worker can tell OSHA not to let their employer know who filed

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the complaint. It is a violation of the Act for an employer to fire, demote, transfer or discriminate in any way against a worker for filing a complaint or using other OSHA rights. You can file a complaint online; download the form [En Español*] and mail or fax it to the nearest OSHA office; or call 1-800-321-OSHA (6742). Most complaints sent in on line may be resolved informally over the phone with your employer. Written complaints that are signed by a worker or their representative and submitted to the closest OSHA office are more likely to result in an on-site OSHA inspection. If you send in a complaint requesting an OSHA inspection, you have the right to find out the results of the OSHA inspection and request a review if OSHA decides not to issue citations.

What Information Must the Employee Provide? Employees or their representatives must provide enough information for OSHA to determine that a hazard probably exists. Workers do not have to know whether a specific OSHA standard has been violated in order to file a complaint. The following are examples of the type of information that would be useful to OSHA when receiving a complaint. It is not necessary to have the answers to all these questions in order to file a complaint. The list is provided here as a guide to help you provide as much complete and accurate information as possible:

- How many employees work at the site and how many are exposed to the hazard?
- How and when are workers exposed?
- What work is performed in the unsafe or unhealthful area?
- What type of equipment is used? Is it in good condition?
- What materials and/or chemicals are used?
- Have employees been informed or trained regarding hazardous conditions?
- What process and/or operation is involved?
- What kinds of work are done nearby?
- How often and for how long do employees work at the task that leads to their exposure?
- How long (to your knowledge) has the condition existed?
- Have any attempts been made to correct the problem?
- On what shifts does the hazard exist?
- Has anyone been injured or made ill as a result of this problem?
- Have there been any "near-miss" incidents?
- Specific question for health hazards: Do any employees have any symptoms that they think are caused by the hazardous condition or substance?
- Specific question for health hazards: Have any employees been treated by a doctor for a work-related disease or condition? What was it?

You Cannot be Punished or Discriminated against for using your OSHA Rights The OSH Act protects workers who complain to their employer, OSHA or other government agencies

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about unsafe or unhealthful working conditions in the workplace or environmental problems. You cannot be transferred, denied a raise, have your hours reduced, be fired, or punished in any other way because you used any right given to you under the OSHA Act. Help is available from OSHA for whistleblowers. If you have been punished or discriminated against for using your rights, you must file a complaint with OSHA within 30 days of the alleged reprisal for most complaints. No form is required, but you must send a letter or call the OSHA Area Office nearest you to report the discrimination (within 30 days of the alleged discrimination).

What to do if there is a Dangerous Situation at Work If you believe working conditions are unsafe or unhealthful, we recommend that you bring the conditions to your employer's attention, if possible. You may file a complaint with OSHA concerning a hazardous working condition at any time. However, you should not leave the worksite merely because you have filed a complaint. If the condition clearly presents a risk of death or serious physical harm, there is not sufficient time for OSHA to inspect, and, where possible, you have brought the condition to the attention of your employer, you may have a legal right to refuse to work in a situation in which you would be exposed to the hazard.

Not covered by the OSH Act: Immediate family members of farm employers that do not employ outside employees and Workplace Hazards regulated by another Federal agency (for example, the Mine Safety and Health Administration, the Federal Aviation Administration, the Coast Guard). Note: There are other chemicals that farm workers may use that are not pesticides that would be covered by OSHA

Labeling & Safety Data Sheets

Distribute the following quick cards: Hazard Communication Standard Label, Hazard Communication Standard Pictogram, and the Hazard Communication Safety Data Sheets

Show the Hazard Communication Standard Label Quick Card and point out the symbols on the right-hand side of the card (i.e. Hazard Pictograms), and then refer the workers to the Hazard Communication Standard Pictogram and ask the workers to identify the type of hazard these pictograms represent.

Refer to the Hazard Communication Safety Data Sheet Quick Card. Note that the pesticides and chemicals that are used have a Safety Data Sheet that includes this type of information. If there is an exposure, workers should request that Safety Data Sheet be given to emergency responders and health care providers.

Dress Up Box- How to Protect Yourself from Pesticides (15 minutes)

Choose a volunteer from the participants. The volunteer will take each piece of clothing from the box and show it to the participants. The group must decide if it will work as “protective clothing”. If they decide it is, the person must put it on.

Others ways to protect yourself:

- Do not remain in or enter a field during or after a pesticide application
- Always bathe and change your work clothes before playing with your children, cooking or doing any other activity outside of work.
- During lunch, wash your hands before eating. The boss must provide water and soap.
- Store and wash your work clothes separate from other clothes.
- If you live close to a field where pesticides are sprayed, close the windows during application, remove or cover toys and other objects from outside that they don't sprayed.

If you think you have been poisoned by pesticides, go to a doctor immediately!

If there are problems with pesticide safety in you workplace, call the Worker Justice Center of NY.

Administer post-test and evaluation (5 minutes)

Closing

Discuss one highlight from the workshop and one thing you learned or will do differently in the future. Review the post test as a group to make sure all know the key points of the presentation.

Game Show Questions

1. Pesticides can harm...
 - a) animals
 - b) plants
 - c) people
 - d) all of the above

2. Pesticides affect children...
 - a) the same as adults
 - b) less than adults
 - c) more than adults
 - d) Children are very resilient. Pesticides don't affect them at all!

3. Whose responsibility is it to teach farmworkers about safe pesticide use?
 - a) the workers themselves
 - b) the employer
 - c) the doctor
 - d) us (the Worker Justice Center)

4. Working in agriculture, one can be exposed to pesticides through
 - a) the use of a manual applicator to spray
 - b) the use of a tractor to apply pesticides to the crops
 - c) mixed with irrigation water
 - d) application by plane
 - e) all of the above

5. True or false. One can be exposed to pesticides at home.

(True. You can be exposed to products used to kill rodents or cockroaches. Also, you can bring in pesticides from the field on your work clothes. If you live near where pesticides are applied, the residues can drift through the air into your home.)

6. True or false. Pesticides can always be seen or smelled.

(False. When pesticides are applied they can leave invisible residues and many times are odorless.)

7. True or false. One can always notice the symptoms of pesticide poisoning immediately after exposure.

(False. Symptoms can appear after a few minutes or a few hours after exposure. Sometimes the effects of pesticides can be chronic, not acute. The symptoms can occur many years after exposure, especially if one is exposed repeatedly throughout the years.)

8. One good way of protecting yourself from pesticides is to
 - a) never leave the house again
 - b) wear protective clothing (like a bandana, or a long-sleeved shirt)
 - c) exercise every day

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d) dance while you are working

9. True or False. If you work in a packing house, there is no risk of pesticide exposure.

(False. If there are pesticides on the products that are processed in the packing house, then there is risk of exposure.)

10. What is the first thing you should do after coming home from work?

- a) hug your children affectionately
- b) start cooking dinner
- c) take a nap in your work clothes
- d) bathe and change your clothes

11. How many people are poisoned by pesticides each year?

- a) 1-5 thousand
- b) 50-100 thousand
- c) 500-800 thousand
- d) 1-5 million

12. If you see a machine spraying the crops with pesticides, what should you do?

- a) put on your bandana and continue working
- b) call the Worker Justice Center
- c) Move quickly out of the field
- d) Remark, "The rain is so refreshing!"

13. What information can you find on a pesticide label?

- a) whether or not the chemical is hazardous
- b) what to do in case someone ingests the chemicals
- c) the name and address of the manufacturer
- d) an emergency phone number
- e) all of the above

14. Once you have looked at the pesticide label, how can you find more detailed information about the chemical?

- a) by looking at the stars
- b) asking a fellow worker
- c) reading the Safety Data Sheet
- d) calling the police