

Spanish Worker Protection Standard

Pesticide Handler

Train the Trainer

Tool Kit

Developed by

Community Health Partnership of Illinois

March 2000

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**Spanish Worker Protection Standard:
Pesticide Handler, Train the Trainer, Tool
Kit**

Community Health Partnership of Illinois
Spanish Worker Protection Standard Pesticide Handler

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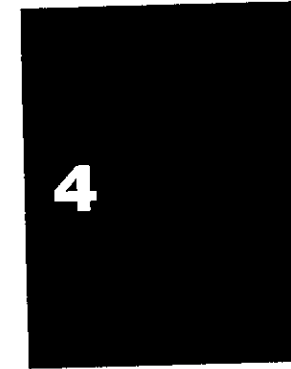
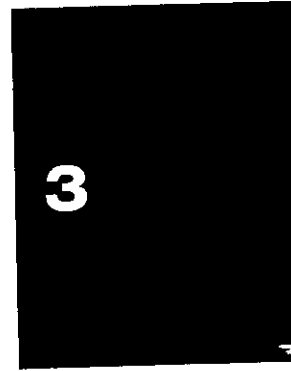
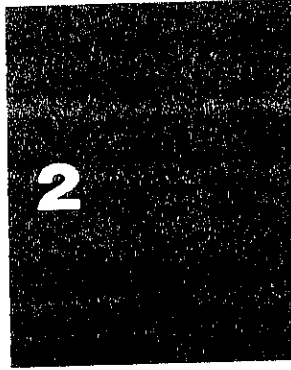
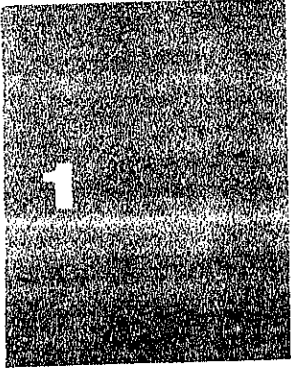
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Preface

The purpose of this Implementation Guide is to offer useful information, resources and direction to governmental agencies, community-based organizations, and other groups interested in providing pesticide safety training to agricultural workers and handlers under the Worker Protection Standard.

The purpose of this Train the Trainer Program is to prepare farmworkers to train other farmworkers - both general agricultural workers and pesticide handlers - under the US EPA Worker Protection Standard. This program is built on the premise that farmworkers themselves, particularly those that have experience handling pesticides, are best qualified to share that knowledge and train their co-workers in pesticide safety. The focus on pesticide handlers is very purposeful since the majority of the "train the trainer" programs currently available focus on training agricultural workers. We believe that an in-depth, hands-on training program is also needed for those whose exposure to pesticides is highest: namely pesticide handlers and early reentry workers. Our vision is that one day on every farm, nursery, and greenhouse in the nation, there will be at least two workers certified to train their co-workers under the WPS in a language and cultural context that is appropriate to the workers' experience.

This Spanish Pesticide Handler Train The Trainer Program has been developed, revised, piloted, and evaluated over a three-year period through the collaboration of various individuals from the Illinois Worker Protection Stakeholder Committee. We also are grateful to the many farm, nursery, and greenhouse owners and managers who believed in this program and gave their employees three days release time to participate in this Train the Trainer Program. And finally, we wish to express our profound gratitude to the farmworkers who completed this training program for contributing their knowledge and experience to this project and for their commitment to sharing their skills and expertise with fellow workers in their new role as pesticide safety educators.



Section I: Worker Protection Stakeholders

A. Background of the Illinois Worker Protection Stakeholder Committee

In 1995, with financial support from an Environmental Justice Grant awarded to Community Health Partnership of Illinois (CHP) from US EPA Region 5, the Illinois Worker Protection Stakeholder Committee (WPSC) was formed. Comprised of various segments of the agricultural industry, farmworker advocates, and migrant service providers, the WPSC provides a forum for information exchange and collaboration to promote implementation of the US EPA Worker Protection Standard in a way that is meaningful for workers, yet manageable for employers.

Historically, farmworker advocates and the agricultural industry have been at odds over laws and regulations designed to improve the living and working conditions of migrant and seasonal farmworkers. Often, agricultural employers view regulations as overly complex and unmanageable. From the advocacy perspective, the regulations called for in the WPS are a modest step toward guaranteeing agricultural workers the same rights and protections afforded to other workers in hazardous occupations. The challenge of the Stakeholder Committee process has been to develop a trusting relationship among the various parties and to develop a consensus around those issues in which all parties have a common stake.

B. Stakeholder Committee Accomplishments

The Illinois Worker Protection Stakeholder Committee holds a minimum of four meetings annually, primarily via teleconference, to share updates from each member organization regarding Worker Protection related activities, as well as to plan and discuss collaborative projects to further implement the Worker Protection Standard. Since 1995, the WPSC has undertaken a number of collaborations including:

- ⊗ A survey of Illinois agricultural producers to assess their needs with respect to implementing the Worker Protection Standard.
- ⊗ The development and publication of a Worker Protection Training Resource Guide which provides a digest of the Worker Protection training provisions as well as a comprehensive annotated compendium of all available training programs and resources.
- ⊗ A full day training for Illinois Department of Agriculture WPS inspectors and University of Illinois Extension staff.
- ⊗ The Spanish Pesticide Handler Train the Trainer Program described in this guidance.
- ⊗ The Quick Guide to the Worker Protection Standard in Illinois.

The Worker Protection Stakeholder Committee was essential to the success of this project for many reasons. First, the Stakeholder Committee provided an ongoing forum for developing relationships among the various partners in this project. Had it not been for the Stakeholder Committee, it is unlikely that community-based organizations such as Community Health Partnership of Illinois would have developed a close working relationship with the Illinois Department of Agriculture or the University of Illinois Extension. The Stakeholder Committee also made use of the talents and resources available through each of the member organizations. Members of the Stakeholder Committee contributed directly to the success of this Spanish Pesticide Handler Train The Trainer Program through technical expertise or promotional activities with their constituencies.

C. Roles of the Stakeholder Committee Members

Region 5 US Environmental Protection Agency – Donald A. Baumgartner, Illinois Project Officer for the Pesticides Program Section of the US EPA in Region 5, secured the funding to support the development of this manual and the pilot Spanish Pesticide Handler Train the Trainer Program.

Community Health Partnership of Illinois was the recipient of the grant award to develop the pilot Train the Trainer Program. CHP took the lead in developing the Spanish Pesticide Handler Train the Trainer curriculum and training materials. CHP also conducted the initial series of Train the Trainer workshops under the auspices of Susan Bauer, Project Coordinator, and Gerardo Hernandez, lead trainer.

University of Illinois Extension - Bruce Paulsrud, Extension Specialist in Plant Pathology and the Pesticide Applicator Training Program, played a vital role in this project. Bruce promoted the Spanish Pesticide Handler Train the Trainer Program with agricultural employers via the network of University of Illinois Extension offices throughout Illinois. The success of this Train the Trainer Program was largely dependent upon Bruce's ability to bring local Extension staff on board with this project so that they would personally contact the agricultural employers in their counties who might be interested in the Train the Trainer Program. This relationship building process was vital since most agricultural employers needed to be persuaded that the benefits of the training outweighed the loss of valued employees for three days during the growing season. University of Illinois Extension staff including Phil Nixon and Rhonda Ferree also contributed valuable technical and logistical support to this project.

Great Lakes Center for Occupational and Environmental Safety and Health, University of Illinois at Chicago, School of Public Health has been an indispensable source of technical assistance for the development of this project. John Dimos, Director of Occupational and Environmental Hygiene Services at the Great Lakes Center, was instrumental in developing the personal protective equipment segment of this training program. And Leslie Nickels, Executive Director of the Great Lakes Center, provided administrative support for the initial pilot training.

The Illinois Farm Bureau - Chuck Spencer, Director of National Legislation, played a pivotal role in promoting the Spanish Pesticide Handler Train the Trainer Program with Farm Bureau membership throughout Illinois via radio, television, and print media sources.

The Illinois Department of Agriculture is the state agency charged with enforcement of the WPS in Illinois. Tom Walker, Manager of Support Services, was responsible for making certain that individuals who completed the three day training would be certified to train other workers and handlers under the WPS. The Illinois Department of Agriculture also issues training verification cards to trainers who have completed this Spanish Pesticide Handler Train the Trainer course.

The Migrant Legal Assistance Project, under the leadership of Vince Beckman, Director, provided a comprehensive listing of agricultural employers by county which was indispensable to promoting the program in targeted regions of the state.

Section II:

Employer Involvement: Key to Success

Question: *Who is responsible for making sure that agricultural workers and handlers receive pesticide safety training?*

The EPA Worker Protection Standard is very clear on one point: the responsibility for implementing most aspects of the regulations - including the training component - lies with the agricultural employer. It is also true that there are many training materials - including flip charts and videos - that have been approved by the US EPA for training both workers and pesticide handlers. Simply put, an agricultural employer has a number of options available to fulfill the requirements of training workers and handlers under the WPS.

However, part of the impetus for the development of this Spanish Pesticide Handler Train the Trainer Program came from employers themselves who stated that the video presentations currently available on the market simply do not provide the kind of hands-on understanding that is necessary to work safely with pesticides. Farmworkers themselves also told us time and again that simply watching a video or hearing a presentation did not constitute "training;" that training required the hands-on experience of "watch one, do one, teach one."

Question: *Why would an employer choose a three-day Train the Trainer Program over other available options?*

This pesticide safety program requires that workers who wish to become certified trainers must attend and successfully complete a three-day workshop culminating in a teach-back session. For many employers, giving up valued employees for three full days is a major sacrifice, particularly since many of these workers may be performing supervisory duties. However, we found that many agricultural employers were willing to make the commitment to send one, two, and, in some cases, up to four individuals to the training. (Note: In this pilot phase, the training was provided free-of-charge. The nominal fees proposed to provide this training (see Section IV) may affect employer participation in the program.)

The advantage was that the employers then have the in-house capacity to provide quality pesticide safety training to both workers and pesticide handlers in the dominant language of the workers by someone who is a trusted and well-respected co-worker or supervisor. The following lessons learned regarding employer involvement may be useful to others who are interested in implementing this Spanish Pesticide Handler Train the Trainer Program.

Lessons Learned Regarding Employer Involvement

⊗ **USE PERSONAL CONTACTS TO BUILD A BASE OF PROGRAM SUPPORT.**

To set up our first training, we simply made phone calls to employers we knew personally and within a few days had nine candidates for the Train the Trainer Program. The majority of contacts were through the state and county Extension staff, but some were through contacts our migrant health program staff had with employers.

⊗ **POLL EMPLOYERS TO FIND OUT WHAT DATES WORK BEST FOR THEM TO SEND WORKERS TO A THREE-DAY TRAINING.**

Agriculture is a seasonal business, but each operation's season can vary dramatically. The timing of these training sessions is critical to their success. We had to cancel or reschedule a number of trainings because workers had not arrived in the area as early as expected or weather delayed certain tasks that did not permit releasing workers for three days. Polling employers first to establish what days and dates are best for releasing employees will greatly facilitate the scheduling of training programs, although gaining consensus may be difficult, depending upon the workload at different agricultural establishments.

⊗ **ESTABLISH COMMUNICATION WITH EMPLOYERS DURING THEIR SLOW SEASON.**

In the upper Midwest, November through February seems to be the best time of the year to promote this program. This, of course, may vary depending on the region of the country you work in. Producers are in a slow down period and in a better position to consider and plan for a training such as this. We have developed a "Request for Training" form that captures all of the information you need to schedule trainings to accommodate the "rhythm" of diverse agricultural and horticultural production.

⊗ **ASK "SATISFIED CUSTOMERS" TO SPREAD THE WORD WITH THEIR NEIGHBORS AND COLLEAGUES.**

Some of our greatest ambassadors for this program have been employers who sent their employees to our Train the Trainer Program and were extremely pleased with the outcome. Don't be afraid to ask them to share information about the training with their neighbors or colleagues through their professional associations.

Section III:

Farmworkers: Sustaining Pesticide Safety Programs that Make a Difference

Question: *What distinguishes this Train the Trainer Program from the other programs being offered around the country?*

A number of models for training farmworkers under the Worker Protection Standard have been developed and implemented around the country. Various farmworker organizations, labor unions, migrant health centers and other migrant serving organizations that employ Americorps volunteers have all contributed to increasing the availability of Spanish language pesticide safety training to agricultural workers. However, providing training to pesticide handlers requires much more in-depth training of trainers to understand the make up of pesticides, label interpretation, the proper use and maintenance of personal protective equipment and the proper handling and storage of pesticides. Too often, the individual who provides the training to pesticide handlers may not speak the handlers' dominant language. This training is designed to give Spanish-speaking workers the knowledge and skills to train other workers and handlers in pesticide safety in their common dominant language.

Question: *Why not just use one of the video training programs available on the market?*

In a survey conducted by Community Health Partnership in the summer of 1997, a number of farmworkers at a particular nursery answered "no" to the question, "In the last 12 months have you received training on to how to work more safely with pesticides?" It seemed ironic since the employer at this operation showed a pesticide safety video every Monday morning as a matter of course. When asked why they did not consider that video to be training, the workers remarked, "Training is when you show me how to do something, then watch me do that task, and make corrections until I do it correctly."

Both workers and employers have reported many times that a video presentation is simply a poor substitute for "hands-on" training. These observations have guided the development of this curriculum, which relies on modeling and hands-on activities that simulate real life situations.

Question: *How does this Train the Trainer Program address the needs of adult learners?*

The observation from farmworkers about what constitutes training shed a great deal of light on the shortcomings of "passive" learning techniques, particularly for an agricultural worker who, on average, has no more than six years of formal education and typically reads at a fourth grade level. It was essential in the development of this Spanish Pesticide Handler Train the Trainer Program that we incorporate interactive learning strategies that have proved effective with Spanish-speaking, predominantly lower literacy adult learners. We are particularly indebted to the methods utilized in the CATA (Comite para el Apoyo de los Trabajadores Agricolas) Train the Trainer Program that relies heavily on modeling and practicing presentations on each topic within the curriculum. Role playing, hands-on exercises, and a final "teach-back" session in which participants present an entire training to the group utilizing all of the training resources at their disposal is the centerpiece of this "trainer centered" approach to communicate key concepts.

Question: *How do you know that the training candidates have integrated all of these materials over three days?*

Most of the participants remarked at the outset that they did not see themselves as possessing the ability to train others. Many seemed very unsure and frankly somewhat uncomfortable at the outset, fearing that what was expected of them exceeded their abilities. However, by the end of the third day, the vast majority of participants completed the training and conducted a training session with great confidence and accuracy. Many of them remarked in their evaluations and in subsequent conversations that they discovered abilities through this training program that they never knew they possessed. In short, this Train the Trainer Program serves to build capacity within the farmworker community itself to provide quality, culturally specific pesticide safety training in the workers' dominant language. However, it is essential that there be on-site observations by the individual who trained the trainers to assess their strengths and weaknesses and identify deficiencies to be corrected. It is also essential that the lead trainer be able to provide ongoing support to the trainers to assure the quality and consistency of the program.

Section IV:
Putting It All Together:
The ABC's of the Train the Trainer
Program

Question: Who conducts these train the trainer workshops?

We at Community Health Partnership had the good fortune of identifying an individual from the Chicago area, Gerardo Hernandez, who holds a degree from the University of San Luis Potosi in Agricultural Engineering, to conduct the workshops. However, Gerardo had to first be trained and certified as a trainer of trainers. To do this, he completed a three-day intensive course that was offered in the spring of 1998 in collaboration with the US EPA, the University of Illinois Extension, and the Great Lakes Center for Occupational and Environmental Safety and Health. The workshop was conducted by Melanie Zavala from the University of California at Davis, Antonio Castro Escobar, from the Michigan Department of Agriculture, and John Dimos, a personal protective equipment specialist from the Great Lakes Center.

It is important to note that the requirements for certifying "Train the Trainer" programs will vary from state to state. The state lead agency, most likely the state Department of Agriculture, determines what courses or exams an individual must complete in order to be able to train other trainers to conduct Worker Protection handler and/or worker training. Please check with your state Department of Agriculture, Extension program, or EPA State Project Officer for clarification.

Question: How did you promote the program and recruit participants?

Training promotion and candidate recruitment was singularly the most challenging aspect of implementing this Train the Trainer Program. The following strategies were successfully employed to promote this Spanish Handler Train the Trainer Program.

- ⊗ Print materials were developed by Community Health Partnership in collaboration with the University of Illinois Extension to promote of the Train the Trainer Program and sent to all Extension offices via e-mail and agricultural employers in targeted counties via regular mail.
- ⊗ Community Health Partnership of Illinois utilized close working relationships with certain agricultural employers to recruit participants.
- ⊗ The University of Illinois Extension sent out mass e-mails to all county Extension offices and made personal phone calls to Extension staff in targeted counties asking unit leaders to promote the Train the Trainer Program in their counties.
- ⊗ Train-the-trainer programs were also publicized at state and regional meetings of various grower associations.

- ⊗ We also relied on those agricultural employers who had already sent workers to the training program to "spread the word" with their neighbors and fellow farmers.
- ⊗ The University of Illinois Extension, and the Illinois Farm Bureau promoted the Train the Trainer Program through mass media sources including television, radio, professional journals, statewide pesticide safety newsletters, and mass mailings.

Unquestionably, the most successful strategies were those that employed either personal contacts or promotion at the local level by the county Extension program. This is particularly important in the early stages of program implementation since employers often have many questions regarding the content of the training and may be hesitant about making a three-day commitment. It is important that anyone who is promoting this program be conversant in the content of the program or knows where to refer employers for further information.

Question: *What about the logistics of setting up the training?*

Training Facility:

In most cases, we conducted the three-day Train the Trainer workshop at either a county Extension or Farm Bureau office at no charge to our program. These settings are generally well known to the agricultural community and typically have excellent meeting facilities. It is important that there be close communication between the lead trainer and the staff at the training facility. Some helpful hints in this area include:

- ⊗ Establish a contact person to serve as your liaison from the meeting facility.
- ⊗ Communicate with your contact person to clarify facility details including directions, parking availability, training room set up specifications, access to kitchen facilities.
- ⊗ Confirm with your contact person at the training facility the training date, number of participants, room arrangement, starting/ending times, provisions for access to the building (prior to training, during lunch hour, and at the end of the day), use of training facility equipment (flip chart, easel, markers, coffee makers, etc).
- ⊗ Make a final phone call one to two days prior to the training to confirm the final number of participants and discuss any additional details.

Training Setting:

Because this is a three-day training, it is essential that the atmosphere in the training room be conducive to learning and interaction. The lead trainer needs to pay attention to the details of the room layout, temperature, lighting, and comfort to assure that the participants' learning is not limited by these factors. Also, on days two and three of the training the participants will be working extensively with personal protective equipment. Therefore, it is important that one or two large tables be available to display all of the equipment for easy review and selection. We recommend that trainers also provide pencils or pens, writing tablets, and nametags for each of the participants.

Food and refreshments are another important factor to consider in the success of the training. Because the training lasts eight to nine hours each day, it is important that participants are provided adequate breaks, refreshments, and meal times, and that they understand if they are expected to bring a lunch or if there are fast food options nearby. By the third day, the participants typically order in pizza while they work on their teach-back presentations.

Class size:

This program has a maximum enrollment of 10 participants, with 6 to 8 being an ideal number. This small number allows for individualized attention and ample time for the teach-back component.

Question: *What kind of follow up support is provided to trainers after they complete the training?*

Many Train the Trainer programs are limited by the fact that once individuals complete the initial training program, there is no follow-up or technical assistance offered as they set out to do their own trainings. An important feature of this program is our follow-up with individual training candidates who have completed the three-day train the trainer course. Obviously, each candidate is different and may have different needs in terms of follow-up training support. It is, therefore, important to solicit contact information from each trainee and provide those individuals with a phone number to reach the lead trainer as needs arise.

The following key elements are recommended based on the experience of our pilot project.

- ⊗ Request contact information for each trainee including:

Name:

Phone number:

Address:

Employer:

Best time to call:

- ⊗ Schedule at least one follow-up visit to each agricultural establishment to observe and/or provide technical assistance to trainers.
- ⊗ Conduct a long-term (3 to 6 months post-training) evaluation of trainers to establish:
 - a) the number of trainings they have conducted;
 - b) the extent to which they are using the training curriculum materials; and
 - c) additional training needs.

Question *What kind of follow-up is provided to employers?*

The following items should be sent to the employer to assure the success of the trainings provided by the trainees.

- ⊗ A letter thanking him/her for supporting the program and for sending their workers to the training.
- ⊗ A form letter to request EPA verification cards for workers and/or handlers from the state Department of Agriculture.
- ⊗ A Gempler's catalog for ordering additional training materials and personal protective equipment.
- ⊗ A certificate of appreciation for their support and participation in the train the trainer program.

Question *What are the costs of conducting this Train the Trainer Program?*

Because this was a pilot project funded by the US Environmental Protection Agency, there was no fee assessed for the program. The costs of conducting trainings will vary, depending upon resources available in your state. A model budget is as follows

Room Rental	n/c
Trainer (\$200/day x 3 days)	\$ 600.00
"Props" for each trainee (\$10/person average 8 persons)	\$ 80.00
Printing costs for manuals & flip charts (\$50/person average 8 persons)	\$ 50.00
Total Costs:	\$1,130.00
Per Participant Cost	\$ 141.25
Suggested Fee:	\$ 150.00

Section V:

Addenda: Sample Materials for Program Promotion, Recordkeeping, Evaluation and Follow-up

Addendum A

Community Health Partnership of Illinois Pesticide Handler Train the Trainer Program

List of Training Materials for the Train the Trainer Workshop

Each participant will receive the following materials

- Manual de Capacitacion para los trabajadores y manejadores de pesticidas**
- Pesticide Safety Flip Chart**
- Cork board and pushpins for hanging flip chart**
- Canvas carrying bag for training materials**
- Hand-outs**
 - ⊗ Parts of a Label (Spanish and English)
 - ⊗ Pesticide Label (Pounce)
 - ⊗ PPE Mini-Dictionary
 - ⊗ Protect Yourself from Pesticides Brochure (EPA)
 - ⊗ Protect Yourself from Pesticides (EPA Worker Handbook)
 - ⊗ Protect Yourself from Pesticides (EPA mini book for 5 day initial training)
 - ⊗ Worker Protection Standard Poster (EPA)
 - ⊗ No Entry/No Entre Poster (EPA)
 - ⊗ Debemos Saber Y Recordar Brochure (CHP)
 - ⊗ Heat Stress Cards (EPA)
 - ⊗ Heat Stress Poster (EPA)
 - ⊗ Pencil and Notepad
 - ⊗ Nametag
 - ⊗ Loteria de los Pesticidas Game (Optional)
 - ⊗ Gempler's current catalog
- Training Props**
 - ⊗ food colors
 - ⊗ spray bottle
 - ⊗ plastic measuring cup
 - ⊗ artificial fruit on string
 - ⊗ baby powder

Addendum B

Community Health Partnership of Illinois Spanish Pesticide Handler Train the Trainer Program Additional Materials for the Lead Trainer

- ⊗ Personal Protective Equipment (we recommend a full spectrum of possible of PPE and decontamination equipment including respiratory protection, eye protection, gloves, boots, Tyvek suits, aprons, etc.)
- ⊗ Icebreaker activity sheets (See addenda)
- ⊗ Sign in sheet for each day of training (See addenda)
- ⊗ Certificates of completion from the University of Illinois Extension (See addenda)
- ⊗ Evaluation forms (See addenda)
- ⊗ Pesticide Handler Verification Cards (request from state lead agency) to be issued to each trainee
- ⊗ Pesticide Training Verification Cards Roster (request from state lead agency, see addendum)
- ⊗ Markers, flip chart paper, easel, masking tape
- ⊗ Coffee, food, paper goods for snacks and breaks
- ⊗ Disposable camera for documenting training

Addendum C

Community Health Partnership of Illinois Spanish Pesticide Handler Train the Trainer Program Follow up Materials for Agricultural Employers

- ⊗ Letter of Thanks
- ⊗ Application Letter to the state lead agency for additional Worker and/or Handler Verification Cards
- ⊗ Current Gempler's Catalog
- ⊗ "WPS in Illinois" (University of Illinois Extension)
- ⊗ Pesticide Container Preparation Brochure (Illinois Department of Agriculture, see addendum)
- ⊗ University of Illinois Extension Website Information (University of Illinois Extension, see addendum)
- ⊗ WPS Training Resource Guide (Community Health Partnership of Illinois, see addendum)

HAVE YOU THOUGHT ABOUT HAVING ONE OF YOUR SPANISH-SPEAKING WORKERS CERTIFIED TO TRAIN WORKERS AND PESTICIDE HANDLERS AT YOUR FARM, NURSERY OR GREENHOUSE?

The University of Illinois Extension and Community Health Partnership of Illinois are conducting a series of "TRAIN THE TRAINER" programs around the state to certify Spanish-speaking farm, nursery and greenhouse workers to train and issue EPA verification cards to workers and pesticide handlers under the Worker Protection Standard (WPS).

PROJECT GOALS

- DEVELOP AND MAINTAIN CAPACITY AT EACH AGRICULTURAL OPERATION TO DELIVER QUALITY WPS PESTICIDE SAFETY TRAINING FOR HANDLERS AND WORKERS IN SPANISH.
- PREPARE AGRICULTURAL EMPLOYEES TO TRAIN THEIR PEERS IN PESTICIDE SAFETY IN A WAY THAT MEETS ALL TRAINING REQUIREMENTS FOR FARM WORKERS AND PESTICIDE HANDLERS UNDER WPS.

TRAIN THE TRAINER CANDIDATES

Individuals who complete this train the trainer program should:

- Be able to read and write Spanish
- Have some English reading skills, especially for pesticide label interpretation
- Be responsible, valued employees who are able to take on training activities with their coworkers
- Be considered by their co-workers to be knowledgeable and well respected.

EMPLOYER COMMITMENT

- This train the trainer program is a three-day intensive course that culminates in a practical training at the end of the 3rd day. To be certified, the individual must attend all three days and satisfactorily complete the practical training.
- Because this program is currently being funded by a grant from the US EPA, there is no fee for this WPS trainer certification clinic. Therefore, the only commitment is release time from regular work duties for the individuals taking the train the trainer course.
- Due to the specialized nature of this training and space limitations, we ask that each employer send no more than 2 employees, which is the ideal number for team training at your operation.

ADDITIONAL INFORMATION

These Spanish WPS train the trainer clinics are being set up at various locations throughout Illinois from March - September 1999. For more information on dates and location, please contact:

Bruce Paulsrud
University of Illinois Extension
Pesticide Applicator Training Program
217/244-9646

REQUEST FOR TRAINING SPANISH PESTICIDE TRAIN THE TRAINER PROGRAM

Sponsored By

UNIVERSITY OF ILLINOIS EXTENSION
And
COMMUNITY HEALTH PARTNERSHIP OF ILLINOIS

Name of Farm/Nursery _____

Contact Person _____

Address _____
 Number Road/Street City/State/Zip

Phone _____ Fax _____

Approximate Number of Employees Covered by Worker
Protection Standard ___ workers ___ handlers

Preferred Month(s) For Training _____

Preferred Days of Week (Mon-Wed, Tues-Thru, Wed-Fri)

The third day of the training, the participants conduct a full WPS training program. Whenever possible, we like to conduct this training in a "real life" setting. Would you be willing to have this training conducted at your farm or nursery on the third day of the "train the trainer" course? _____

Thank you for your interest. Please return via fax or mail to:

Susan Bauer
Community Health Partnership of Illinois
203 N. Wabash, Suite 300
Chicago, IL 60601
312/795-0000 ext. 223
312/795-0002
SBauerCHP@aol.com

To: (Employer)

From: Susan Bauer

Re: Spanish Pesticide Handler Train the Trainer Program

Date: October 15, 1999

Thank you for your interest in the Spanish Handler Train the Trainer Clinic we are conducting in partnership with the University of Illinois Extension. We have scheduled the training to take place at the University of Illinois Extension office in Bourbonnias November 1-3, 1999 from 9 am to 5 pm.

We believe this will be a very valuable training and encourage employers to send, ideally, **two** employees to complete this training. Those individuals who complete the three-day clinic will be **certified to train agricultural workers and handlers under the US EPA Worker Protection Standard** and will be authorized by the Illinois Department of Agriculture to issue training verification cards to anyone they train. They also will receive a training manual and newly developed large format flip chart for conducting handler and worker training.

Please complete the information below if you are interested in sending someone to this clinic from your farm or nursery. We would appreciate hearing from you by **October 25, 1999**. Please keep in mind that the class size will be limited to 8 persons to assure a quality training experience. This clinic is being offered **this year only at no charge to the employers**.

If you have any questions regarding the training logistics or content, please feel free to contact the training coordinators, Susan Bauer from our Chicago office (312/795-0000 ext. 223) or Bruce Paulsrud, University of Illinois Extension Private Applicator Training Coordinator at 217/244-9646.

APPENDIX 3

SPANISH PESTICIDE HANDLER
 TRAIN THE TRAINER CLINIC
 Bourbonnais, Illinois
 NOVEMBER 1-3, 1999
 REGISTRATION FORM

Please complete the information below and return by mail or fax
 NO LATER THAN OCTOBER 25, 1999 to Susan Bauer at Community
 Health Partnership (312/795-0002). Thank you for your support
 and cooperation is making this Spanish pesticide handler training
 program a success!

Name of Farm or Nursery _____

Person Completing this Form _____

Phone # and best time to call _____
Area code phone #

Mailing Address _____
RR or # and Street City Zip Code

Fax Number _____ E-mail Address _____

Name(s) of Individuals Registering for the Clinic

1) _____

Is this person currently doing handler tasks? ___yes ___no

Does this person read English? ___fluently ___some ___none

Does this person read Spanish? ___fluently ___some ___none

2) _____

Is this person currently doing handler tasks? ___yes ___no

Does this person read English? ___fluently ___some ___none

Does this person read Spanish? ___fluently ___some ___none

CHP Memorandum

To: Spanish Handler Training Participants and Employers
Farm/Nursery Contact _____ at
Farm/Nursery _____
Participants _____

CC: Bruce Paulsrud
Robert Curry

From: Susan Bauer

Date: April 20, 1999

RE: Training Logistics

We are very pleased that you have decided to have your employee(s) participate in this unique training program. After participants have completed the three-day course, they will receive a certificate from the University of Illinois Extension and a card issued by the Illinois Department of Agriculture that will enable them to train both workers and handlers under the Worker Protection Standard. They will also receive a Spanish language manual and additional materials for conducting training.

The three day Spanish Pesticide Handler Train the Trainer Program will be held at the University of Illinois Extension Office in Bourbonnais, Illinois. (Please see directions, address and telephone number below). The program will take place on **Wednesday, Thursday and Friday, April 28, 29, and 30**. Participants should plan to arrive on Wednesday, April 28th by 8:30 AM in order to complete registration. The program will begin promptly at 9:00 AM on all three days and will be completed by 5:30 PM each day. Coffee and soft drinks will be provided but participants should bring their own lunch or take advantage one of the fast food restaurants nearby (Pizza Hut, Burger King, etc.).

If you have any questions regarding the training content or logistics, please feel free to contact Susan Bauer at 312/795-0000 x 223.

November 23, 1999

Training Site Address & Directions

University of Illinois Extension Kankakee Unit Office
1650 Commerce Drive, Bourbonnais, Illinois 60914
Telephone 815/933-8337
Contact Robert Curry

Directions: take I-57 to Exit 315 (Route 50). At exit go north on Route 50 to the north corner of the mall. There will be a stoplight and Shell Gas Station on the corner. Go left on Larry Power Road (west). Cross the RR tracks to the first road that goes left (south). That is Commerce. Take Commerce Road past the Sears Parts Store. The Kankakee Unit Office is behind the Sears Part Store.

CHP Chicago Office: 203 N. Wabash, Suite 300, Chicago, IL 60601
Phone: 312/795-0000 - Fax: 312/795-0002

Community Health Partnership of Illinois/University of Illinois Extension
Capacitación para Manejadores de Pesticidas
Pesticide Handler Train the Trainer Program

10 de mayo 1999

Name/Nombre	Farm/Rancho	# of Workers/ Trabajadores	Address/Dirección	Telephone/ Teléfono

EVALUACION

1. En cuanto al programa;

Considera que las secciones se completaron en los tiempos programados

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

2. Los materiales utilizados le ayudaron para que aprendiera los temas del entrenamiento.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

3. El entrenador contestó las preguntas que se le hicieron durante el entrenamiento.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

4. Considera que el entrenamiento le capacitó para mejorar en el manejo seguro de los pesticidas.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

5. La capacitación que recibió le ayudará para entrenar a los trabajadores y/o manajadores de pesticidas.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

6. El entrenamiento recibido le dió nuevos conocimientos acerca del manejo seguro de pesticidas.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

7. El lenguaje utilizado por el entrenador fue claro y entendible.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

8. El tiempo que se dió para practicar los temas considera que fue suficiente.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

9. Los ejemplos utilizados y los materiales (Láminas, manual, etc) están fáciles de entender.

-) Muy de Acuerdo
-) De Acuerdo
-) Parcialmente de Acuerdo
-) En desacuerdo

10. Que haría para mejorar el entrenamiento.

ADDITIONAL
EVALUACION DE LA CAPACITACION

Por favor, tomen su tiempo para contestar estas preguntas. Les agradecemos su participacion y su valioso tiempo.

ESTA CLASE HA SIDO VALIOSO PORQUE:

- 1. _____
- 2. _____
- 3. _____

PARA MEJORAR ESTA CLASE, RECOMIENDO:

- 1. _____
- 2. _____
- 3. _____

APUNTE 2 COSAS QUE UD. PUEDE HACER AHORA QUE NO PODIA HACER ANTES DE ESTA CLASE:

- 1. _____
- 2. _____

4. DESPUES DE ESTA CLASE, YO ME SIENTO COMODO/A PRESENTANDO UNA CLASE PARA OTROS TRABAJADORES AGRICOLAS.

SI NO NECESITO MAS ASISTENCIA

5. DESPUES DE ESTA CLASE, YO ME SIENTO COMODO/A PRESENTANDO UNA CLASE PARA LOS MANEJADORES DE PESTICIDAS.

SI NO NECESITO MAS ASISTENCIA

6. YO PIENSO HACER UNA CLASE CON LOS TRABAJADORES DENTRO DE UN MES.

SI NO NO ESTOY SEGURO/A

7. YO PIENSO HACER UNA CLASE CON UNOS MANEJADORES DE PESTICIDAS DENTRO DE UN MES.

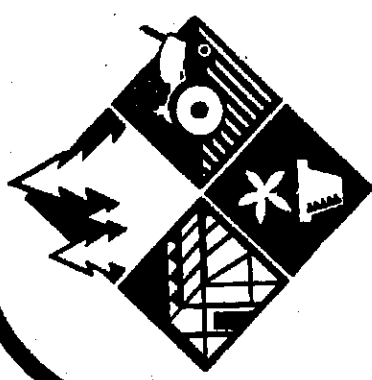
SI NO NO ESTOY SEGURO/A

**WORKER PROTECTION STANDARDS
TRAINING VERIFICATION PROGRAM**

CLASS ROSTER -- Training Date: _____ / _____ / _____

TRAINEE NAME	ADDRESS	SOCIAL SECURITY NUMBER	WORKER OR HANDLER	CARD NUMBER ISSUED	TRAINEE SIGNATURE

Training Site Location (City, County, and State): _____
 Trainer Name: _____
 Address: _____
 Phone: _____
 Trainer's Signature: _____



Received

Worker Protection Standard...

“Train-the-Trainer” Instruction

and is now certified to train workers and handlers according to
the U.S. EPA’s Worker Protection Standard

Date:

Location:



UNIVERSITY OF ILLINOIS
EXTENSION

Signature and title of instructor

May 21, 1999

Employer name
Address

Dear:

On behalf of Community Health Partnership of Illinois, the University of Illinois Extension, and the Illinois Worker Protection Stakeholder Committee, I wish to thank you for your support of our Spanish Pesticide Handler Train the Trainer Program. We realize it is a lot to ask of an employer such as yourself to do without two of your most valued employees for three days so that they may participate in this program. It is our sincere hope that their time was well spent, from their point of view as well as yours. I was very pleased and moved by your comments about the quality of the training that Pedro and Jose Luis have already conducted for their co-workers and hope that they will continue to grow and learn as teachers.

To assist in that process, we would like to arrange for Gerardo Hernandez, our lead trainer, to come out to your nursery at a time that is convenient for you and for Pedro and Jose Luis to help them "fine tune" their teaching skills.. I will call you in the near future to make that arrangement.

In the meantime, I spoke with Tom Walker from the Illinois Department of Agriculture. I have prepared the attached form for you to complete to request registering Pedro and Jose Luis with IDA as certified trainers of pesticide handlers and workers under the Worker Protection Standard. Tom will issue cards directly from his office, in addition to the class rosters and a short one-page application so that they may begin issuing verification cards as soon as possible.

I look forward to future opportunities to work with you, Pedro and Jose Luis and thank you from the bottom of my heart for your part in making this training program a reality.

Sincerely,

Susan Bauer
Health Resources Coordinator

Attachment

REQUEST FOR APPLICATION
TO ISSUE
WPS
WORKER AND HANDLER
TRAINING VERIFICATION CARDS
THROUGH

Community Health Partnership of Illinois/University of Illinois
Extension
Spanish Handler Train the Trainer Program

Employer Name _____

Business Name _____

Trainer(s) Name(s) _____

Mailing Address _____

Telephone # _____ Fax # _____

Please specify the number of verification card you are requesting for the next 12-month period.

____ Worker Verification Cards

____ Handler Verification Cards

____ Worker Handbooks (Spanish and English)

Please complete this form and mail to:

Tom Walker
Illinois Department of Agriculture
PO Box 19281
Springfield, IL 62794-9281
217/785-2427

Thank you.



UNIVERSITY OF ILLINOIS
EXTENSION

Worker Protection Standard Training Verification Program Illinois Training Provider Agreement

I agree to issue USEPA pesticide safety training verification cards to agricultural workers and/or handlers only in full compliance with the following requirements: **I will:**

1. Issue USEPA training verification cards only to trainees who have been trained according to the requirements of the 1992 Federal Worker Protection Standard (40 CFR Part 170.130 and 170.230), including the correct use of training materials developed or approved by the U.S. EPA.
2. Record trainee information on the verification cards, in ink or other indelible form.
3. Retain a copy of a dated class roster signed by the trainer and the trainee, with the card number issued to the trainee, and the city or county and state where the training occurred.
4. Provide a copy of the document described in Item #3 to PAT Programs, 1201 S. Dorner Dr., Urbana, IL 61801 within 21 days of the training date. These documents will be forwarded to the Illinois Department of Agriculture at specified intervals.
5. Issue USEPA training verification cards that match U.S. EPA specifications or that comply with Illinois variations from such specifications that have prior approval from the U.S. EPA.
6. Promptly respond to requests from the U.S. EPA, the Illinois Department of Agriculture or tribal agencies or agricultural employees for information concerning issued U.S. EPA training verification cards.

Training Provider: University of Illinois Extension
 Address: 1201 S. Dorner Dr., Urbana, IL 61801
 Signature of Responsible Person: _____ -on file-
 Date: _____ -on file- Phone Number: (217) 244-2123

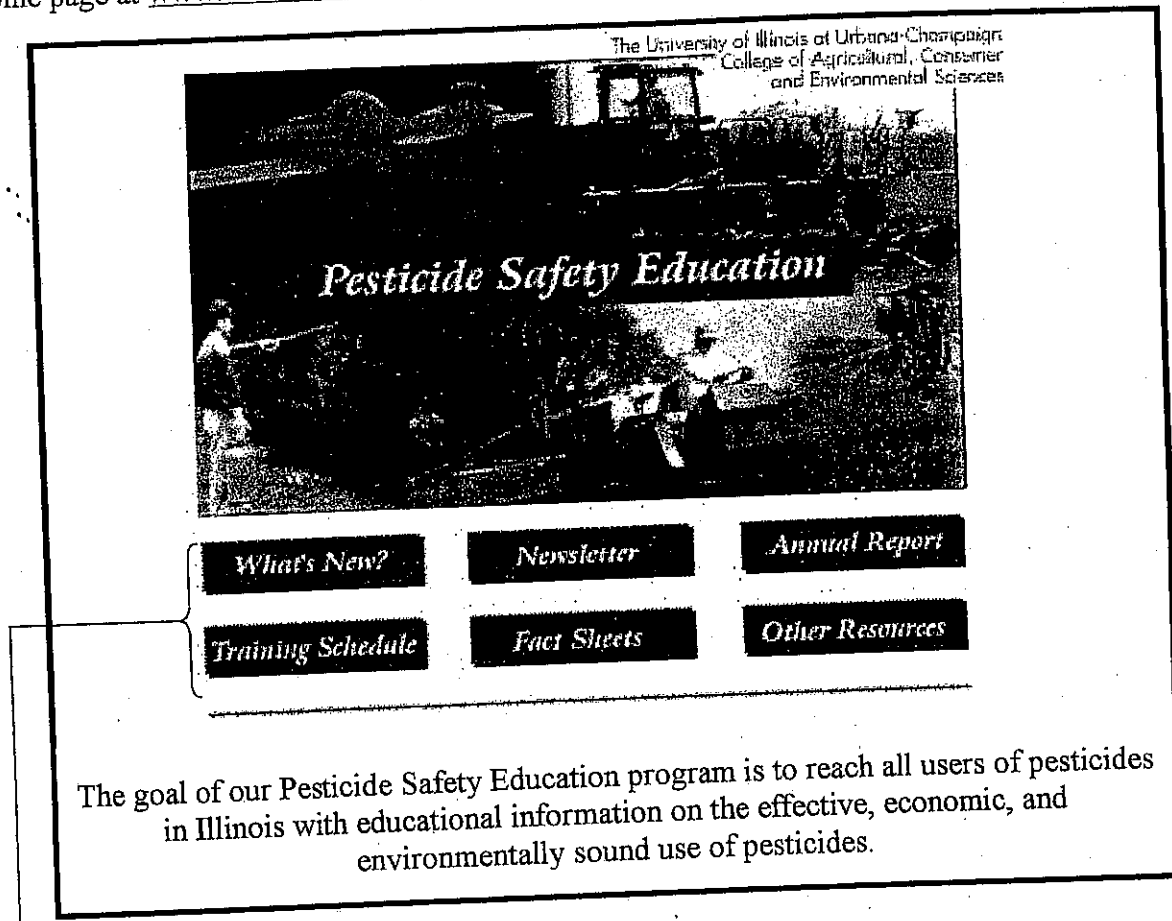
University of Illinois Extension Trainer: _____

Illinois Department of Agriculture representative: _____ -on file- Date: _____ -on file-
 Signature of Illinois Department of Agriculture: _____ -on file-
 Numbers of USEPA Training Verification Cards Issued to trainer:

- Handler cards - # _____ to # _____
- Worker cards - # _____ to # _____

Illinois Pesticide Safety Education Website

The number of people accessing the Internet is growing at a rapid pace. Of the estimated 346,800 U.S. farms with more than \$100,000 annual income, 60 percent have computer access and 20 percent have Internet access, according to a new report from USDA. The University of Illinois Pesticide Safety Education Program has joined the millions of other's with internet sites. Our home page at www.aces.uiuc.edu/~pse/ is shown in the diagram below.



What's New?

This link is always changing. Current information includes spotlights on methyl parathion misuse in Chicago.

Newsletter

Our *Illinois Pesticide Review* newsletter featured here is published bimonthly. Its primary purpose is to provide unbiased, concise information on legislation, regulations, and other developments directly impacting pesticide use in Illinois. To order a print subscription for only \$15.00 per year, call 1-800-345-6087.



PAT
P A T F A C T S

Pesticide Applicator Training

The Worker Protection Standard (WPS) in Illinois

(revised 3/9/99)

This publication was developed to provide a clear, concise, and current overview of the Worker Protection Standard as it pertains to Illinois agricultural producers. It is not meant to replace the U.S. Environmental Protection Agencies' "How to Comply" manual (published July 1993). If you still have questions after reading either publication, please refer to the "compliance assistance" section below and request further documentation or consult one of the persons listed there.

Table of Contents:

1. Introduction
2. Who are the affected employers?
3. Agricultural owner exemptions
4. Exemptions for certain crop advisors
5. Duties for employers of workers and/or handlers
6. Additional duties for employers of workers
7. Additional duties for employers of handlers
8. Employer information exchange
9. Compliance assistance (contacts & materials)
10. Common questions/situations regarding WPS
11. Glossary

Prepared by:

Bruce Paulsrud, University of Illinois Extension Specialist - Pesticide Applicator Training.
Adapted from NebGuide G94-1219-A [Revised May 1997], University of Nebraska - Lincoln

Reviewed by:

The Illinois Worker Protection Stakeholder Committee: Community Health Partnership of Illinois, Great Lakes Center for Occupational and Environmental Safety and Health, Illinois Department of Agriculture, Illinois Farm Bureau, Illinois Farm Worker Ministry, Illinois Migrant Legal Assistance Project, Illinois Nurserymen's Association, University of Illinois Extension, and U.S. EPA, Region 5.

2. Who are the affected employers? (Return to top)

- Managers or owners of an agricultural establishment;
- Labor contractors for an agricultural establishment;
- Self-employed pesticide applicators or independent crop consultants hired by the owner or manager of an agricultural establishment; and
- Those who employ pesticide handlers to perform handling tasks for any type of compensation.

Most provisions of the Worker Protection Standard are protections that employers must provide to their employees and, in some instances, to themselves and their family. The task being performed will determine whether or not an employee is a worker or a handler (defined in section 1), and thus, determine the amount of protection the employer must provide. Owners of agricultural establishments and their immediate families are exempt from many of the WPS requirements (refer to section 3 for details).

Incorporated agricultural establishments. If your establishment is incorporated, all stockholders of the corporation must be members of your immediate family to qualify for agricultural owner exemptions. If any stockholders are not members of your immediate family, then the corporation is the "owner" for the purposes of the WPS and you may not take advantage of the agricultural owner exemptions.

Landlords. The person to whom you have rented or leased your property is the "owner" for the purposes of the WPS, if you have no part in the management or profit/loss from it.

The WPS does not cover pesticides applied:

- to pastures, range land, or livestock (except pastures harvested for animal feed);
- to the harvested portions of plants or to harvested timber;
- for control of vertebrate pests, such as rodents;
- to plants grown in home gardens and home greenhouses for personal use;
- to plants that are in golf courses (except those areas set aside for plant production and transplanted elsewhere) or right-of-way areas;
- to public or private lawns (sod farms are covered by the WPS);
- to decorative plants growing in ornamental gardens, parks, and public and private grounds;
- for mosquito abatement, or similar wide area public pest control programs;
- for structural pest control, such as termite control; and
- for research uses of unregistered pesticides.

(revised 3/9/99)

3. Agricultural owner exemptions (Return to top)

Owners of agricultural establishments and members of their immediate family (refer to section 11 for definition) are exempt from some of the WPS requirements while performing tasks related to the production of agricultural plants on their own establishment. The following WPS requirements do not need to be met by owners or members of their immediate family, but must be provided to any worker or handler they may hire:

- Pesticide information at a central location;
- Pesticide safety training;
- Decontamination sites;
- Emergency assistance;
- Notice about pesticide applications;
- Monitoring of handler's actions and health;
- Specific handling instructions;
- Equipment safety regarding pesticide residues;
- Duties related to early entry: training and instructions and decontamination sites; and
- All the specific duties related to the need, use, management, and inspection of personal protective equipment.

While owners are not required to provide certain protections to themselves or their immediate families, they are required to follow the label and are strongly encouraged to protect themselves and their family from needless exposure to pesticides. They must wear personal protective equipment, follow re-entry intervals whenever listed on the pesticide label, and comply with the conditions outlined for using early-entry exceptions.

(revised 3/9/99)

4. Exemptions for certain crop advisors (Return to top)

According to a May, 1995 WPS amendment, there are exemptions for certified or licensed crop advisor activities (refer to section 11 for definition). In order to be eligible, crop advisors must be certified or licensed by a program recognized by the U.S. EPA or the Illinois Department of Agriculture.

During the REI and thereafter, certified/licensed crop advisors will be exempt from:

- Pesticide safety training;
- PPE & decontamination provisions (advisor makes own determination as appropriate);
- Labeling and site-specific information; and
- Emergency assistance.

Before entering a treated area, the crop advisor must provide each person under his/her supervision with information about the application (e.g., REI, and how to contact the advisor)

The Illinois Department of Agriculture recognizes "Certified Crop Advisors", and those working under their direct supervision, as eligible crop advisors as long as they:

- Do not enter the treated area until after the pesticide application ends (e.g., may enter during the REI and after). However, crop advisors **CANNOT** enter a field during the pesticide application - in such cases, they are considered as handlers who must fully comply with the WPS; and
- Are performing crop advisor tasks and are being compensated by the agricultural establishment for those services (i.e., this exemption does not apply to Extension personnel, researchers, or chemical company representatives). In addition, these exemptions **DO NOT** apply to crop advisors that are employees of the agricultural establishment. Under the WPS, such persons would be considered handlers or workers, depending on when they enter the treated site.

(revised 3/9/99)

5. Duties for employers of workers and/or handlers (Return to top)

All pesticides affected by the WPS carry WPS statements (e.g., REI, early-entry PPE, etc.) in the "Agricultural Use Requirements" box under the "Directions for Use" section of the label. If you are using a pesticide product with WPS labeling to produce an agricultural commodity, these WPS requirements must be followed. In addition, the requirements outlined in this publication must be followed.

Some of the WPS requirements for employers are the same whether the employees are workers or handlers. The following are descriptions of these requirements:

A. Information at a central location.

For the benefit of their employees (workers and handlers), employers must provide current and specific information about the pesticides being applied. The following information must be displayed and made accessible at a central location on the agricultural establishment where it can be seen and read easily:

- WPS Safety Poster (U.S. EPA version or another covering required information);
- Name, address, and telephone number of the nearest emergency medical facility; and
- Facts about each pesticide application, including:
 1. Location and description of the areas to be treated
 2. Product name, EPA registration number and active ingredient(s)
 3. Time and date the pesticide is scheduled to be applied
 4. Restricted-entry interval (REI) for the pesticide.

NOTE: This information must be displayed before the application and for at least 30 days after the REI expires, and may be displayed continuously.

B. Pesticide safety training.

If your employee is not currently certified as a pesticide Applicator or Operator, he/she must receive WPS safety training (refer to section 9 for training materials). Handlers must be fully trained before they do any handling task. Workers must receive basic pesticide safety training (oral or written form) immediately before they enter an area treated within the last 30 days. To assist employers, the U.S. EPA created a English/Spanish brochure (use is optional), entitled "*Protect Yourself from Pesticides*", that includes the required basic worker training information:

1. Complete training will be provided within 5 days of entering a treated area;
2. Pesticides may be in/on plants, soil, irrigation water, or may drift from nearby applications;
3. Prevent pesticides from entering your body by:
 - Following directions and/or signs about keeping out of treated or restricted areas;
 - Washing before eating, drinking, using chewing gum or tobacco, or using the toilet;
 - Wearing work clothing that protects the body from pesticide residues;
 - Washing/showering with soap and water, shampoo hair and put on clean clothes after work;
 - Washing work clothes separately from other clothes before wearing them again; and
 - Washing immediately in the nearest clean water if pesticides are spilled or sprayed on the body and, as soon as possible, showering, shampooing, and changing into clean clothes.

Workers must be fully trained before they accumulate more than 5 days of entry into treated areas on your establishment. Consult the U.S. EPA's "WPS: How to Comply" manual for specific content required for full safety training for workers or handlers (requirements are different).

Complete worker and handler training must be repeated at least every five years and may be performed only by qualified persons listed below. The training must be conducted in a manner and language that the employees can understand (refer to section 9 for approved training materials). The trainer must also be on hand and able to answer questions after the training. Although not required, training verification cards (handler or worker) may be distributed to employees after they are trained by certain state-approved trainers. If you are an employer and/or trainer interested in distributing these cards, contact the Illinois Department of Agriculture.

Your training determines who you may train:	Handlers	Workers
A state-certified Pesticide Applicator may train ...->	X	X
One who completes an approved train-the-trainer program ...->	X	X
Designated trainers of certified Applicators and Operators ...->	X	X
A state-certified Pesticide Operator ...->		X
One trained as WPS Handler ...->		X

If you are not qualified to train, or would rather have someone else conduct the training, here are two other options:

1. Have your workers and handlers attend a pesticide applicator training clinic (either a private or commercial clinic). Following training, rather than taking the exam and becoming a certified applicator or operator, your employees should simply request a WPS training verification card as proof of training. Depending on the clinic they attend, there may be a training fee and required preregistration. Contact your local University of Illinois Extension office for clinic details; or
2. The University of Illinois Extension is working with other organizations to develop a network of bilingual (Spanish/English) WPS trainers across Illinois. For more information, refer to section 9.

C. Decontamination site.

Employers must provide a site where workers and handlers can wash pesticide residues from their hands and body. A decontamination site must supply:

- Enough water for routine washing (workers) and emergency (handlers only) whole-body washing and for eye flushing;
- Plenty of soap and single-use towels;
- At least one pint of eyeflush water for each handler and early-entry worker; and
- A clean change of coveralls (for each handler only).

The U.S. EPA recommends that employers provide at least 1 gallon of water for each worker and 3 gallons for each handler. Water for emergency eye flushes must be immediately available if the pesticide label calls for protective eye wear. Supplied water must be safe and cool enough for washing and eye flushing. Employers may not use tank-stored water that also is used for mixing or diluting pesticides, unless the tank is equipped with a valve to prevent back-flow of pesticides into the tank.

The decontamination site must be within a quarter mile of the employees' work site and it must remain available for 30 days (7 days if the REI is 4 hours or less) following the REI. However, worker decontamination sites may not be in areas being treated or under an REI. If the work site is more than one-fourth mile from the nearest point of vehicular access, the decontamination site may be located at the nearest access point. Clean water from a well, stream, lake, or other sources may be used for decontamination if such water is more readily available than the water at the decontamination site.

Employers must provide handlers with the previously mentioned supplies at each handling site. Handler decontamination sites may be in the treated area in which the handler is working, as long as the materials are stored in enclosed containers. In addition, handlers and early-entry workers must have decontamination supplies available to them at the place where protective equipment is removed at the end of a task.

Perhaps the simplest way to comply with this provision is to purchase or assemble a small, mobile decontamination kit and keep it and related supplies (e.g., first aid kit) with your employees at all times. Depending on your situation, you may want to consider renting or buying a portable restroom for your workers that meets, or can be modified to meet, the decontamination requirements.

D. Emergency medical assistance

When there is a possibility that a handler or worker has been poisoned or injured by a pesticide, an employer must promptly provide transportation to an appropriate medical facility. Additionally, upon request, the employer must provide the following information to the victim or medical personnel:

- The product name, EPA number, and active ingredients (just take the label with you!);
- All first aid and medical information from the label;
- A description of how the pesticide was used; and
- Information about the victim's exposure.

(revised 3/9/99)

6. Additional duties for employers of workers (Return to top)

Employers must provide some additional protections specifically for their workers.

A. Notice about applications

In addition to providing application information at a central location (refer to section 5), employers must also notify their workers about pesticide applications on the establishment if they may walk into or walk within a quarter mile of the treated area, during application or while the REI is in effect. In most cases, employers may choose between oral warnings or posted warning signs, but they must tell workers which warning method will be used. Some pesticide labels may require both oral and posted sign warnings. Pesticides requiring both oral and posted warnings will state this on the WPS section of the label. When used, warning signs must:

- Be posted before (24 hours or less) the application and removed within three days after the end of the REI. If the REI is zero hours, remove the sign within three days after the application. Under normal circumstances, entry is not permitted as long as the sign is up, even if the REI has expired;
- Be posted so they remain legible and can be seen at all normal entrances to treated areas, including borders adjacent to labor camps; and
- Comply with size, color, font size, and language requirements set forth in the "EPA: How to Comply" manual. A June, 1996 amendment permits languages other than Spanish and smaller signs (with more frequent spacing) in nurseries and greenhouses.

When used, oral warnings must be delivered before the application and in a manner understood by workers, using an interpreter if necessary. Oral warnings must contain the following information:

- Location and description of the treated area;
- The length of the REI; and
- Specific directions not to enter during the REI.

B. Restrictions during applications

During the application of pesticides, you must make sure that:

- You check and follow the label requirement for each pesticide;
- Only properly trained and PPE-equipped handlers are allowed in areas being treated;
- Pesticides are applied so that they do not contact anyone, either directly or through drift.

C. Restrictions after applications (during the REI)

The Standard has established specific restricted reentry intervals for all pesticides covered by the Standard. The restricted entry interval (REI) is the time immediately following a pesticide application when entry into a treated area is limited. During the REI, do not enter or allow any workers or your family members to enter a treated area unless an exception is being used as outlined below. However, properly trained, PPE-equipped, and informed handlers may enter during an REI to do handling tasks. You will find the REI within the "Directions for Use" section of a label - either under the "Agricultural Use Requirements" box or next to the crop or use situation to which it applies. The amount of time required is based on the toxicity of the pesticide and the tasks involved during the product's use. In most cases, REIs are in 4, 12, 24, 48 and 72 hour intervals, however, there are a few products that have a zero hour REI (always read the actual product label). When a mixture of pesticides is applied, the REI is based on the pesticide that requires the longest restricted entry period. Some REIs may be extended if annual rainfall is less than 25 inches (consult product label).

Exceptions to REIs.

1. No-Contact, Early-Entry: A worker may enter a treated area immediately after the application is finished (during REI) as long as any inhalation exposure level or ventilation criteria listed on the labeling has been reached, and he will have **no contact with anything that has been treated with pesticide including pesticide residues on plants, on or in the soil, in water, or in the air.** In contrast to the two exceptions listed below, a worker using this exception is not required to wear early-entry PPE. The rules and examples are very strict here, **no-contact early entry means no contact!** Appropriate examples of using this REI exception include:
 - A worker (wearing footwear) walking through the treated area using roads or pathways where the plants or treated surfaces cannot brush against the worker and cannot drop or drip pesticides onto the worker;
 - A worker in an enclosed cab on a truck, tractor, or other vehicle;
 - An open-cab vehicle where plants cannot brush up against or drip onto the worker;
 - After a pesticide is incorporated or injected into the soil and the worker is doing tasks that do not involve touching or disrupting the soil.

2. Contact, Early-Entry: This exception allows workers to enter a treated area during the REI for short-term activities, as long as the following conditions are met:
 - No hand labor activity (such as weeding, hoeing, pruning, detasseling, harvesting, packing, etc.) is performed;
 - The time in treated areas under an REI for any worker may not exceed 1 hour in a 24 hour period;
 - The workers do not enter the treated area during the first 4 hours after application, and before any inhalation exposure levels and ventilation criteria have been satisfied.
 - Personal protective equipment for early entry is provided (with instructions) to the worker. The early-entry PPE requirements are provided under the "Agricultural Use Requirements" box on the label; and
 - Before workers enter a treated area under an REI, they must have received full safety training and heat-stress prevention training. In addition, they must be notified of all labeling requirements and the specifics of the early-entry exception being used.

3. Limited-Contact, Early-Entry: According to a May, 1995 WPS amendment, this exception allows workers the flexibility during an REI to perform limited contact tasks or irrigation tasks that could not have been foreseen and which, if delayed, would cause significant economic loss (i.e., emergency situations). The additional conditions for using this exception are the same as for "contact, early-entry", except that:
 - The workers' contact with treated surfaces is minimal and is limited to the feet, lower legs, hands and forearms; and
 - The time in treated areas under an REI for any worker may not exceed 8 hours in a 24 hour period.

D. Nurseries and Greenhouses:

There are other specific exemptions and many special requirements for greenhouse and nursery owners or operators. These include special application restrictions, ventilation criteria, early entry restrictions, and additional handler protection. Consult the "EPA: How to Comply" manual and the pesticide label for specifics.

(revised 3/9/99)

7. Additional duties for employers of handlers ([Return to top](#))

A. Application restrictions and monitoring.

Employers must not allow handlers to apply a pesticide so that it contacts anyone, directly or through drift, other than trained and properly equipped handlers. *Employers also must make visual or voice contact at least every two hours with anyone handling pesticides labeled with a skull and crossbones.*

B. Specific instructions for handlers.

Employers must either be sure that the handler has read the product label or must inform him/her of all pesticide labeling instructions for safe use before any handling tasks. In addition, employers must keep pesticide labels accessible to each handler during the entire handling task and inform handlers of how to safely use any assigned handling equipment before they use it. For example (where applicable), the handler must know how to avoid pesticide drift and how to use chemigation equipment.

C. Equipment safety.

Employers must make sure that equipment used for mixing, loading, transferring, or applying pesticides is inspected and repaired or replaced as needed. Only appropriately trained, instructed and equipped handlers may repair, clean, or adjust pesticide handling equipment that contains pesticides or pesticide residues.

D. Personal protective equipment.

Employers must provide handlers with the personal protective equipment listed under the "Precautionary Statements" section of the pesticide label. In addition, employers must ensure that the PPE is worn correctly and at all times during the handling tasks. The PPE requirements may be different for applicators and mixers/loaders. If a handler is using a closed system or working in an enclosed cab, some protective equipment exceptions are allowed unless expressly prohibited by the product labeling. Required PPE must be within the cab, however, to protect the person if the rig were to break down. Refer to the "EPA: How to Comply" manual for details on these types of PPE exceptions. If in doubt about any of these exemptions, use the PPE listed on the label.

Employers must provide handlers with a pesticide-free work area for storing personal clothing, and changing into and out of personal protective equipment for each task. *They must not allow any handler to wear or take home any used personal protective equipment.* In addition, employers must assure that no handler is allowed to perform handling activities unless appropriate measures are taken to prevent heat-related illness.

PPE inspection and maintenance.

- Make sure reusable PPE is cleaned according to manufacturer's suggestions, inspected, and repaired before each use;
- Ensure that non-reusable PPE, or PPE that cannot be cleaned, is disposed of properly. Discard coveralls and other clothing that are heavily contaminated with an undiluted pesticide having a DANGER or WARNING signal word; and
- PPE should be washed and stored separately from personal clothing.

Maintenance of respirators. Dust/mist filters must be replaced when breathing becomes difficult; if the filter is damaged or torn; when the respirator label or pesticide label requires it; or at the end of each day's work period in the absence of any other instructions. Vapor-removing cartridges or canisters must be replaced when odor, taste, or irritation is noticed; when the respirator label or pesticide label requires it; or at the end of each day's work period in the absence of any other instructions.

Instructions for people who clean personal protective equipment. Employers must inform people who clean or launder personal protective equipment that it may be contaminated with pesticides. They must be inform of the potentially harmful effects of exposure to pesticides and shown how to protect themselves and how to clean the equipment correctly. Further information is available in the "EPA: How to Comply" manual.

(revised 3/9/99)

8. Employer information exchange (Return to top)

A commercial applicator must inform an agricultural owner/operator when a pesticide will be applied on his or her agricultural establishment so that the agricultural employer in turn can provide the appropriate protection to his/her employees. The commercial applicator must provide the owner/operator with the following information before the application:

- Location and description of area to be treated;
- Time and date the pesticide is scheduled to be applied. If not applied as scheduled, the employer must be informed of the corrected time and date before the application takes place or as soon as practicable thereafter (within 24 hrs). Decide beforehand how such messages will be delivered (e.g., by phone, a note in mail box, etc.);
- Product name, EPA registration number, active ingredient(s), and REI;
- Whether oral warnings and/or treated area posting are required; and
- Entry-entry restrictions and other safety requirements for treated areas.

On the other hand, the agricultural owners/operators must provide information to any commercial applicators and crop advisors that they hire. He/she must inform these persons of any treated areas under an REI if the persons will be present or walk within a quarter mile of that area.

It is the responsibility of each of the above employers to provide his/her employees with the information and protection required under WPS.

(revised 3/9/99)

9. Compliance assistance (contacts & materials): (Return to top)

- A. For WPS regulatory interpretation, compliance guidance, and a free "WPS: How to Comply" manual, contact Tom Walker with the Illinois Department of Agriculture at (217) 785-2427.
- B. WPS training options:
- Train your own employees (refer to section 5 to ensure you are a qualified trainer).
 - Have your employees attend a Pesticide Applicator Training (PAT) clinic (either commercial or private) and request a WPS training verification card. Contact your local University of Illinois Extension office for PAT clinic information.
 - You can arrange for a special "Spanish Handler" or Spanish or English "Train-the-Trainer" workshop by contacting Bruce Paulsrud, University of Illinois Extension, at (217) 244-9646.
- C. The U.S. EPA and various educational institutions have developed many training materials (print, video, etc.) for employers to train their own employees in English or other languages. In addition, there are many vendors that sell WPS compliance materials such as personal protective equipment, signs, decontamination kits, etc. Contact your local University of Illinois Extension office for assistance in locating these materials or vendors.
- Many of these materials and vendors are listed in the "WPS Resource Guide for Illinois Agricultural Employers", which is available on-line (www.aces.uiuc.edu/~pse; "Other Resources" page) or through your local University of Illinois Extension office.
 - Gempler's Inc. (www.gemplers.com) provides a wide variety of EPA-approved WPS materials such as English and/or Spanish training manuals & videos, flipcharts, decontamination supplies, as well as a broad range of personal protective equipment. Call (800) 382-8473, or fax (800) 551-1128.
- D. If you have access to the World Wide Web, consider exploring these sites for WPS information:
- "Pesticide Applicator and Worker Safety" (U.S. EPA): WPS provisions, amendments, exceptions, and interpretive guidance.
 - www.epa.gov/oppead1/work_saf
 - "Pesticide Safety Education" (U of IL Extension)
 - www.aces.uiuc.edu/~pse
- E. The "Illinois Pesticide Applicator Training Manual: Private Applicator (39-7)" offers a good deal of additional information about safe and effective pesticide use. You can purchase this manual at your local U of IL Extension office.

(revised 3/9/99)

10. Common questions/situations regarding WPS: (Return to top)

The Illinois Worker Protection Stakeholder Committee compiled the following frequently asked questions about the Worker Protection Standard (WPS). Hopefully, the answers will help clarify any points of confusion you may have concerning the WPS.

1. **What is the Worker Protection Standard?** The Worker Protection Standard is a U.S. Environmental Protection Agency (U.S. EPA) regulation, adopted by many states, that is meant to protect employees from possible harm from agricultural pesticides or their residues and to provide necessary information for helping employees protect themselves.
2. **Who must comply with the WPS?** Anyone who uses pesticides in the production of an agricultural plant on/in farms, forests, nurseries, or greenhouses and who employs pesticide handlers or agricultural workers.
3. **The Worker Protection Standard was finalized in 1992, and educational and training materials were produced by a number of suppliers. How does a person know if educational and training materials are up-to-date? Is the University of Illinois planning to update training and educational material available to producers?**
 Currently, all materials originally endorsed by the U.S. EPA for WPS training are still valid and represent the maximum requirements. University of Illinois Extension (UIE) plans to publish this document, "The Worker Protection Standard in Illinois", along with the "WPS Resource Guide" on their website (details below) in early 1999. In addition, UIE plans to provide county Extension Offices with copies as well. Here are three excellent sources of up-to-date WPS information.
 - Illinois Agricultural Pest Management Handbook (revised yearly). Each year an appendix is included in this publication explaining the rule and any changes.
 - The University of Illinois Pesticide Safety Education webpage contains this document, "The Worker Protection Standard in Illinois", detailing the WPS (which reflects changes to the rule) and a "WPS Resource Guide" detailing current EPA-approved training materials. The site is kept current. The URL is www.aces.uiuc.edu/~pse/.
 - The U.S. EPA webpage contains WPS provisions, amendments, exceptions, and interpretive guidance. The URL is: www.epa.gov/oppfead1/work_saf
4. **What is a Restricted-Entry Interval (REI)?** The restricted-entry interval (REI) is the time immediately after a pesticide application when workers normally cannot enter the treated area. REIs are typically found on pesticide labels under the heading "Agricultural Use Requirements" in the "Directions for Use" section. However, when a product has different REIs depending on the crop or the method of application, the REI is listed next to the crop or application method.
5. **What constitutes a decontamination area?** A decontamination site includes:
 - clean water (enough sufficient for routine washing and eyeflushing);
 - soap (any kind will do);
 - single-use towels (such as paper towels); and
 - a clean coverall (if handlers are present).

6. **Why must decontamination sites be provided for 30 days after the application of a pesticide requiring them?** In 1992, the rule required that decontamination sites be provided for 30 days after the application of a pesticide requiring them. The 30-day length was largely based on available data on pesticide-related poisonings from the 1980s and was meant as a risk-mitigation measure. These data showed that some residues could remain active that long and potentially contaminate workers. Subsequently, various stakeholder groups desired a practical approach to the WPS and expressed that the 30-day period is not necessary in all cases. In 1996, this length of time was reduced to 7 days for certain low toxicity (REI of 4 hours or less) pesticides, but it remains at 30 days for all other products.
7. **If a grower provides Personal Protective Equipment (PPE) to workers and handlers but they take the PPE off when unsupervised and become overexposed to pesticides, who is liable?** The rule clearly states that the grower is liable to assure compliance of the WPS. In a letter dated October 7, 1994, from Lynn Goldman, Assistant Administrator, Office of Prevention, Pesticides, and Toxic Substances, this issue was addressed. Dr. Goldman stated that "it is essential for employers to take an affirmative role in assuring that PPE is worn. Employers can achieve compliance by using reassignment of duties, nondiscriminatory discipline or discharge when employees refuse to wear required equipment." Hands-on training serves an important role here to assure individuals understand the importance of PPE to reduce pesticide exposure through proper PPE selection, use, and maintenance.
8. **When is Personal Protective Equipment required?** Personal Protective Equipment (PPE) is required for pesticide handlers and early-entry workers as listed on pesticide labels. The requirements for each type of employee are different and found in separate areas on a label. PPE for pesticide handlers will be in the "Precautionary Statements" section under the heading "PPE." PPE for early entry workers will be in the "Agricultural Use Requirements" section of the "Directions for Use." Remember that workers are allowed to enter areas during the REI (early-entry) during only very restrictive situations.
9. **Some new pesticides have a label that says the REI is 0 hours. Is this possible?** Yes, the U.S. EPA has issued 0-hour REIs on some pesticides, as new health/exposure data becomes available. However, because very few products have a 0 REI, always check the label for the REI of the product(s) you are using.

10. **What are the WPS posting requirements?** There are two types of posting: field notification and central posting.

1. Field notification about pesticide applications is required only when your workers will be within 1/4 mile of a treated area during a pesticide application or while the REI is in effect. Most products allow worker notification EITHER orally OR by posting a field warning sign. However, you must provide double notification if the pesticide label has this statement in the "Directions for Use" section under the heading "Agricultural Use Requirements": "Notify workers of the application by warning them orally AND by posting warning signs at entrances to treated areas."
2. The most common error in WPS compliance is in providing information at a central location for employees. Data from Michigan found that about 50 percent of the producers had at least one element missing in this area, which requires:

- WPS Safety Poster (U.S. EPA version or another covering required information);
- Name, address, and telephone number of the nearest emergency medical facility; and
- Facts about each pesticide application, including:
 1. Location and description of the areas to be treated
 2. Product name, EPA registration number and active ingredient(s)
 3. Time and date the pesticide is scheduled to be applied
 4. Restricted-entry interval (REI) for the pesticide.

11. **What can a worker or handler do if an employer refuses to comply with one or more of the WPS provisions?** Workers or handlers may file a complaint with the Illinois Department of Agriculture or the Illinois Migrant Legal Assistance Project. Employers must not prevent or discourage any worker or handler from complying or attempting to comply with the WPS and you must not fire or otherwise retaliate against any worker or handler who attempts to comply.

(revised 3/9/99)

11. Glossary ([Return to top](#))

Understanding key terms used in the WPS is important for proper implementation. Following are some definitions used in the WPS:

Agricultural employer

any person who hires or contracts for the services of workers or handlers, for any type of compensation, to perform activities related to the production of agricultural plants.

Agricultural establishment

any farm, forest, nursery, or greenhouse.

Agricultural owner

any person who possesses or has interest (fee, leasehold, rental, or other) in an agricultural establishment. Anyone who has leased an agricultural establishment to someone else and who has granted that person full authority to manage the use of that establishment is not an agricultural owner under the WPS.

Agricultural plants

crops or plants grown or maintained for commercial or research purposes. Examples: food, feed or fiber plants, trees, turf grass, flowers, shrubs, ornamentals, and seedlings. Horticultural plants grown for future transplant are included. Excluded are plants grown for home use only and plants grown only for aesthetic purposes in ornamental gardens, parks, or lawns.

Crop advisors

those that assess pest numbers or damage, pesticide distribution, or the status, condition, or requirements of agricultural plants. Includes independent crop consultants, crop scouts, and IPM monitors. It does not include those performing hand labor such as planting, weeding, cultivating, or harvesting.

Early entry

worker entry into a treated area after an application, but before the REI has expired.

Hand labor

any agricultural activity performed by hand or with hand tools. This includes harvesting, detasseling, weeding, pruning, and packing produce into containers in the field.

Immediate family

includes spouse, children, step-children, foster children, parents, step-parents, foster parents, brothers, and sisters. It does not include nieces and nephews.

Pesticide handlers

those who mix, load, and apply agricultural pesticides; handle opened pesticide containers or empty, unrinsed containers; dispose of pesticides; clean or repair pesticide application equipment; act as flaggers; or perform other tasks that involve direct contact with pesticides.

PPE (Personal Protective Equipment)

includes protective clothing and gear such as gloves, boots, coveralls, aprons, goggles, respirators, etc. The PPE that is required will be specified on the pesticide label and varies, depending on the type of pesticide used, type of activity performed (early entry worker, mixer, applicator, etc.), and when the activity is performed.

REI (Restricted-Entry Interval)

the time immediately after a pesticide application when entry into the treated area is limited.

Worker

those who perform tasks related to the production and harvesting of plants or crops on agricultural establishments. Examples include: hand labor, such as weeding, planting, cultivating, harvesting, detasseling, and related tasks, such as moving or operating irrigation equipment.

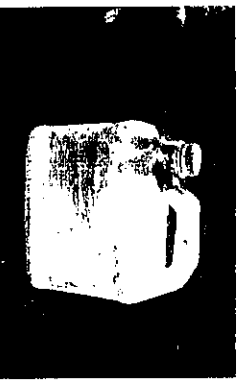
(revised 3/9/99)

Pesticide Container

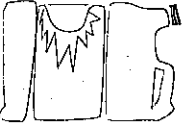
Preparation



- **PROTECTION:** Always wear protective clothing while rinsing containers.
- **EMPTY:** Completely empty the pesticide container.
- **CLEAN:** Triple rinse or pressure rinse the container immediately after use to prevent drying/ caking of formulation residues.
- **INSPECT:** Inspect the container inside and around the spout threads to ensure that it is free of formulation residues. Clean, but stained (e.g., due to Treflan) containers are acceptable.
- **REMOVE:** Discard the cap, foil seal, and label from the container since they will not be accepted for recycling.
- **PUNCTURE:** Render the container unusable by puncturing it.
- **TYPE:** Only containers made from high density polyethylene (HDPE) #2 plastic are acceptable for recycling.
- **KEEP CONTAINER DRY:** The recycler will not accept a container with liquid in it - keep containers out of the rain.



Container is unacceptable due to residue



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University of Illinois
Cooperative Extension Service

**AGRICULTURAL WORKER AND PESTICIDE HANDLER TRAINING
UNDER THE US EPA
WORKER PROTECTION STANDARD
A RESOURCE GUIDE FOR ILLINOIS AGRICULTURAL EMPLOYERS**



**DEVELOPED BY THE
ILLINOIS WORKER PROTECTION STAKEHOLDER COMMITTEE**

**PRODUCED WITH FUNDING FROM THE U.S. EPA ENVIRONMENTAL
JUSTICE GRANTS PROGRAM AND
THE MIDWEST MIGRANT HEALTH CONSORTIUM
REVISED FEBRUARY, 1999**

FORWARD

This Resource Guide is the result of collaborative efforts of the Illinois Worker Protection Stakeholder Committee, a group comprised of individuals representing various segments of the agricultural industry, health and safety specialists, pesticide regulators, and farmworker service providers and advocates.

This Resource Guide was developed in response to a strong need identified through surveys of Illinois producers for simple, "user friendly" guidance on worker and handler training and resources for use by agricultural employers. We hope that this Resource Guide will be the first of several publications designed to make the Worker Protection Standard meaningful for the intended beneficiaries - agricultural workers and pesticide handlers - and manageable for the agricultural employer.

The Worker Protection Stakeholder Committee hopes that you find this Resource Guide useful and welcomes any and all comments regarding this publication. Please direct your comments or suggestions to: Susan Bauer, Worker Protection Stakeholder Committee Coordinator, at 203 N. Wabash, Suite 300, Chicago, IL 60601, 312/795-0000 x 223. Susan's E-mail address is SBauerCHP@aol.com.

Worker Protection Stakeholder Committee Member Organizations

Community Health Partnership of Illinois

Great Lakes Center for Occupational and Environmental Safety & Health (University of Illinois)

Illinois Farm Bureau

Illinois Farm Worker Ministry

Illinois Migrant Legal Assistance Project

Illinois Nursemen's Association

University of Illinois Extension

University of Illinois, Department of Agricultural Engineering

U S Environmental Protection Agency Region 5

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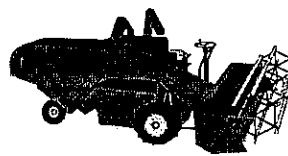
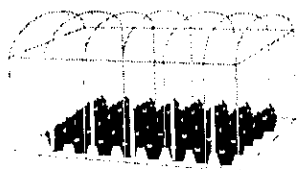
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THE US EPA WORKER PROTECTION STANDARD (WPS)

The Worker Protection Standard was established in 1992 to reduce the risk of pesticide poisonings and illness among agricultural workers and pesticide handlers by:

- reducing exposure to pesticides
- lessening the harmful effects of exposures that do occur
- informing employees about the hazards of pesticides.



WHO MUST COMPLY

The WPS covers any farm, forest, greenhouse or nursery where pesticides are used in the production of agricultural plants. The WPS does **not** cover pesticide use related to livestock, home gardens and lawns, pasture/rangeland, rights-of-way, structures, or post-harvest activities.



PESTICIDE SAFETY TRAINING for agricultural workers and pesticide handlers is a key component of the Worker Protection Standard.



AN AGRICULTURAL WORKER is anyone (other than an employer's immediate family members) who performs tasks related to the cultivation or harvesting of plants at a farm, forest, greenhouse, or nursery for any type of compensation.



A **PESTICIDE HANDLER** is anyone (other than an employer's immediate family members) on a farm, nursery, greenhouse or forest who:

- mixes, loads, or applies pesticides
- cleans or repairs PESTICIDE contaminated application equipment
- acts as a flagger for a pesticide applicator
- handles open containers of pesticides
- acts as a crop advisor during the Restricted Entry Interval for any type of compensation.

AGRICULTURAL WORKER AND HANDLER TRAINING UNDER THE WPS

Unless an individual worker or handler possesses a current Private or Commercial Applicator's License or a valid WPS Training Verification Card, (s)he must receive appropriate pesticide safety training by the employer, operator or his/her representative according to the following criteria.

WORKER TRAINING REQUIREMENTS



Effective January 1, 1996 all agricultural workers **must** receive, within five (5) days of entry into a pesticide treated area,* pesticide safety training using an WPS EPA approved training program, video and/or printed materials. This training must be provided using easy to understand terms and in the worker's dominant language.

- WPS pesticide safety training for workers must be provided **no less than** once every five years, and must, **at a minimum**, cover the following topics:
 - ☞ where and in what form pesticides may be encountered during work activities
 - ☞ hazards of pesticides including acute and chronic health effects, delayed effects, and sensitization
 - ☞ routes through which pesticides can enter the body
 - ☞ signs and symptoms of common types of pesticide poisoning
 - ☞ emergency first aid for pesticide injuries or poisonings
 - ☞ how to obtain emergency medical care
 - ☞ routine and emergency decontamination procedures, including emergency eye flushing techniques
 - ☞ hazards from chemigation and drift
 - ☞ hazards from pesticide residues on clothing
 - ☞ warnings about taking pesticides or pesticide containers home
 - ☞ information regarding the other provisions of the WPS (REI, central posting of pesticide application information, and protection against retaliatory acts).

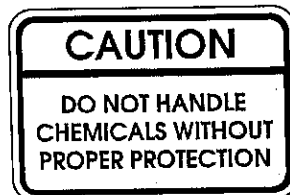
*A pesticide treated area is one treated with pesticides within the last 30 days.



BASIC PESTICIDE SAFETY INFORMATION REQUIREMENTS

If an employee has **not** received WPS Worker Training within the last five years, the employer **must** provide that worker with basic pesticide safety information **before** that worker enters **any** pesticide treated area.* **Basic pesticide safety information does not take the place of pesticide safety training.** All of the required information for Basic Pesticide Safety Information is covered in the US EPA "mini-booklet" listed in the **Training Resources** Section of this publication. You may use this booklet, a Spanish-English tear sheet developed by Gemplers, or develop your own training "packet" or presentation that covers the following required topics:

- full training will be provided within five days
- pesticide or pesticide residues may be on plants, soil, irrigation water, or drift from nearby applications
- you can prevent pesticides from entering your body by:
 - ☞ following verbal directions/signs to keep out of pesticide treated areas
 - ☞ washing before eating, drinking, using tobacco or gum or going to the bathroom
 - ☞ wearing work clothing that protects the body from pesticide residues
 - ☞ showering with soap and shampooing hair and changing into clean clothes after work
 - ☞ washing work clothes separately from other clothes
 - ☞ removing clothing and washing as soon as possible if pesticides are spilled/sprayed on the body.



* A pesticide treated area is one treated with pesticides within the last 30 days.



PESTICIDE HANDLER TRAINING REQUIREMENTS

Unlike agricultural workers, pesticide handlers **must** receive handler specific pesticide safety training **before the first contact** with agricultural pesticides occurs.

- ☛ Training of pesticide handlers must be completed **no less than** once every five years, and must, **at a minimum**, cover the following topics:
 - ☛ format and meaning of information contained on pesticide labels and in labeling, including safety information such as precautionary statements about human health hazards
 - ☛ hazards of pesticides including acute and chronic health effects, delayed effects, and sensitization
 - ☛ routes by which pesticides can enter the body
 - ☛ signs and symptoms of common types of pesticide poisoning
 - ☛ emergency first aid for pesticide injuries or poisonings
 - ☛ how to obtain emergency medical care
 - ☛ routine and emergency decontamination procedures
 - ☛ need for and appropriate use of personal protective equipment(PPE)
 - ☛ prevention, recognition, and first aid treatment of heat-related illness
 - ☛ requirements for handling, transporting, storing, and disposing of pesticides, including procedures for spill cleanup
 - ☛ environmental concerns such as drift, runoff, and wildlife hazards
 - ☛ warnings about taking pesticides or pesticide containers home
 - ☛ other provisions of the WPS including prohibition against applying pesticides in a manner that will cause contact with workers or other persons, required use of PPE, provisions for training and decontamination, and protection against retaliatory acts.





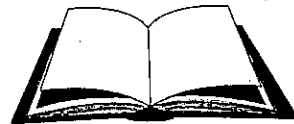
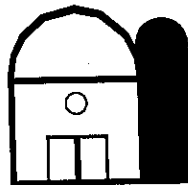
QUALIFICATION OF TRAINERS

Any individual with a current Private Applicator License or Commercial Applicator License is qualified to train either agricultural workers or pesticide handlers under the Worker Protection Standard. A WPS-trained pesticide handler also may train agricultural workers, but may not train other handlers. Other individuals may be come qualified to train workers or handlers under the WPS by completing an Illinois Department of Agriculture (IDA)-recognized train-the-trainer program. If you are interested in participating in an English or Spanish train-the-trainer workshop, contact your local Extension office to have one arranged for your area or call Bruce Paulsrud, University of Illinois Extension at (217) 244-9646. Please be sure to call well in advance of your proposed training date(s) to allow for proper workshop planning and preparation.




VALUE OF QUALIFIED TRAINERS

Conducting pesticide safety training for many workers and handlers poses special challenges. With many migrant farmworkers of Mexican descent in Michigan, the workers' dominant language may be Spanish. Also, the average literacy level for this population is between the 4th and 6th grades. These factors, and the learning patterns of adults who require frequent reinforcement, need to be considered when conducting worker or handler training. A section in this Resource Guide on **Materials to Aid the Trainer** addresses some of these needs so trainers can improve their training skills, in addition to their pesticide safety knowledge.



IDA APPROVED WORKER AND HANDLER TRAINING

 A number of individuals in Illinois have a formal agreement with the IDA to conduct Worker and/or Handler Training under the WPS. You may wish to contact one of these individuals if you need a qualified trainer to conduct training for your employees.

Community Health Partnership of Illinois (CHP)

Contact: Susan Bauer (312) 795-0000 Ext 223

CHP conducts a series of 3-day WPS train-the-trainer clinics in Spanish to certify Spanish-speaking agricultural workers to train both workers and handlers under WPS. Individuals who complete this 3-day course will be certified by the Illinois Department of Agriculture to conduct both worker and handler trainings.

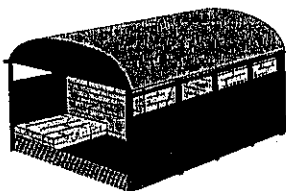
University of Illinois Extension

Contact: Bruce Paulsrud (217) 244-9646


Training to meet WPS specifications is available through the University of Illinois Extension Pesticide Applicator Training (PAT) Programs. All training is conducted in English. Persons attending either private or commercial PAT clinics for WPS training only do not have to take the certification exam, and upon request, will receive a WPS training verification card instead of a pesticide license. The training meets both Worker and Handler training specifications.

Western Illinois University Ag. Department

Contact: Gordon Rosskamp (309) 298-1569



PRINT MATERIALS FOR TRAINING WORKERS*

 The following materials are approved by the U.S. EPA to meet the minimum training requirements for agricultural workers under the Worker Protection Standard. **Print materials are not intended to be used as the sole element in a training program.** To comply, these materials must be presented by a qualified Worker Protection Standard Trainer and accompanied by farm specific information, discussion and questions and answers.

PROTECT YOURSELF FROM PESTICIDES: A GUIDE FOR AGRICULTURAL WORKERS

- 48 Pages
- Available in English, Spanish, Haitian Creole, Chinese (Mandarin), Laotian, Hawaiian (Ilokano), Vietnamese, Filipino (Tagalog), Korean, Polish and four other island languages
- This training booklet, developed by the EPA, is designed to give agricultural workers information required under the Worker Protection Standard. The booklet is well illustrated and easy to read and understand.

 Sources: Gempler's HW26 (\$3.00)

U.S. EPA Region 5 (free)

FLIP CHART PROTECT YOURSELF FROM PESTICIDES: A GUIDE FOR AGRICULTURAL WORKERS

- 84 pages on easel 11" X 17" size on 3-ring binded paper
- Flip chart version of PROTECT YOURSELF FROM PESTICIDES
- Illustrations on one side with bilingual trainer script/notes on reverse.
- Source: Gempler's #FC198 (\$24.95)

*Prices are current as of 3/99, but subject to change.

VIDEOS FOR TRAINING WORKERS*

The following materials are approved by the U.S. EPA to meet the minimum training requirements for agricultural workers under the Worker Protection Standard. **Videos are not intended to be used as the sole element in a training program.** To comply, these videos must be presented by a qualified Worker Protection Standard Trainer and accompanied by farm specific information, discussion and questions and answers.

SIGUIENDO EL SOL "CHASING THE SUN"

- 36 minutes
- English and Spanish combined
- From the National Center for Farmworker Health, this video is designed to comply with Worker Protection Standard agricultural worker training requirements. The video tells the story of a migrant farmworker as he and his co-workers participate in a pesticide safety training program.
- Covers the necessary topics and safety measures required under the Worker Protection Standard. Spanish and English are interchanged often, requiring complete concentration and comprehension of both languages to understand the content. Set up as a video of training, "Siguiendo el Sol" is entertaining and light for a serious subject.

• **Sources:** National Center for Farmworker Health (call for price)
Gempler's #V210 (\$29.95)

PESTICIDE SAFETY: WORKER PROTECTION "IDAHO VIDEO"

- 17 minutes English; 19 Minutes Spanish
- The accompanying addendum/ brochure is required to clarify technical issues and meet Worker Protection Standard requirements.
- This video was designed to meet Worker Protection Standard requirements for training agricultural workers and pesticide handlers. The video is divided into two sections; the first is for both agricultural workers and pesticide handlers. After a brief intermission and question period, there is a continuation with additional training for pesticide handlers and early entry workers.

• **Sources:** AG Communication Center. #WPS-10-WH-1(call for price)
Gempler's #V100 (\$29.95)

*Prices are current as of 3/99, but subject to change.

PESTICIDE TRAINING FOR WORKERS AND HANDLERS

- 50 minutes
- Available in English or Spanish
- Designed to have workers and handlers together for the first session and handlers separate for the second, this video presents the required information for worker and handler training in a clear and simple manner. Fairly detailed, yet easy to understand, it follows the sequence of steps necessary for protection from pesticides.

• Sources: **Farm Employers Labor Service (\$59.00)**
Gempler's #V510 (\$69.95)

PROTECT YOURSELF FROM PESTICIDES - GUIDE FOR AGRICULTURAL WORKERS

- 2 fifteen minute segments - one English and one Spanish
- Concise video covers worker training requirements under the Worker Protection Standard in a format which closely follows the EPA's official training handbook.

• Sources: **Gempler's #V310 (\$19.95)**

SAFE USE OF PESTICIDES IN OUTDOOR NURSERIES: PARTS I & II

- 30 minutes English; 32 minutes Spanish
- A general pesticide safety video for people working in outdoor nurseries which fulfills WPS worker and handler requirements. Part I discusses the ways a worker can come in contact with pesticides, how such contact can be avoided, and talks about poisoning symptoms and emergency response. Part II addresses safety issues of special importance to people who apply or otherwise work directly with pesticides and focuses on necessary protective equipment and safe handling practices.

• The set includes English and Spanish versions on two separate videos.

• Sources: **University of California-Davis Cooperative Extension**
Visual Media Office #V/95 A&B (call for price)

GREENHOUSE PESTICIDE SAFETY TRAINING

- 60 minutes
- Available in English and Spanish
- Video meets the Worker Protection Standard training requirements for greenhouse workers. The video includes a booklet which parallels the video's content.
- **Source: Professional Plant Growers Association (call for price)**

PESTICIDE SAFETY: HELP WORKERS PROTECT THEMSELVES

- 19 minutes
- Available in English and Spanish
- The video meets the WPS training requirement for workers and shows workers in vegetable, seed corn and row crop production situations.
- **Sources: St. Joseph County, Michigan Extension Office (\$30.00)**

PESTICIDE SAFETY FOR YOU AND YOUR FAMILY'S HEALTH

- 12.5 minutes
- Available in English and Spanish
- Can be used along with an enclosed outline to teach agricultural workers the information required by the U.S. EPA Worker Protection Standard.
- **Sources: Michigan State University Extension #VT046 (\$25.00)**

PESTICIDE SAFETY TRAINING FOR AGRICULTURAL WORKERS AND EARLY ENTRY WORKERS

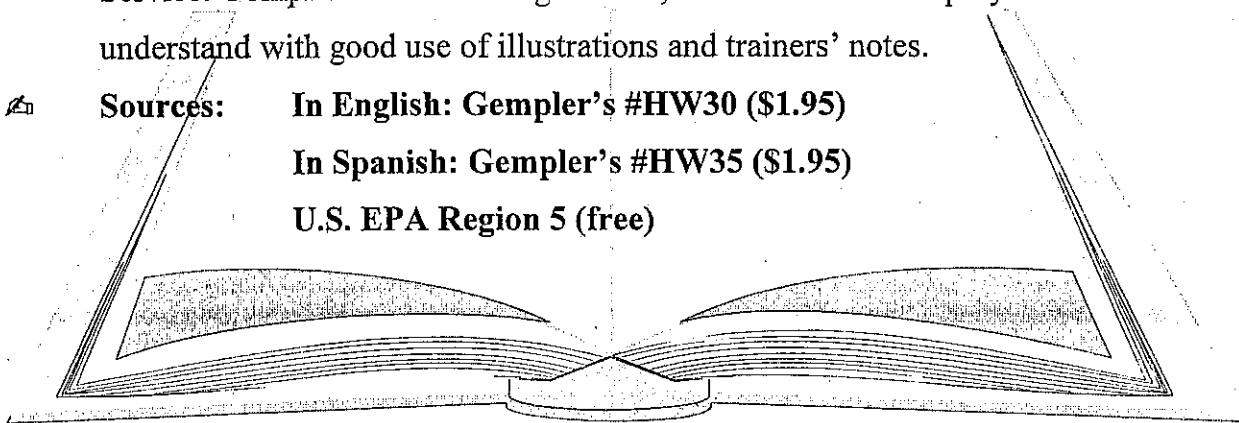
- 27 Minutes
- English only
- Meets the EPA worker training requirements under the Worker Protection Standard.
- **Source: West Virginia University Extension (call for price)**

PRINT MATERIALS FOR TRAINING HANDLERS*

The following materials are approved by the U.S. EPA to meet the minimum training requirements for pesticide handlers under the Worker Protection Standard. **Print materials are not intended to be used as the sole element in a training program.** To comply, these materials must be presented by a qualified Worker Protection Standard Trainer and accompanied by farm specific information, discussion and questions and answers.

PROTECT YOURSELF FROM PESTICIDES: FOR HANDLERS

- 105 pages
- Available in English and Spanish
- Official 'Handler Guide' developed by the U.S. EPA and the USDA Extension Service. Comprehensive training manual, written in terms employees can understand with good use of illustrations and trainers' notes.
- **Sources:**
 - In English: Gempler's #HW30 (\$1.95)**
 - In Spanish: Gempler's #HW35 (\$1.95)**
 - U.S. EPA Region 5 (free)**



VIDEOS FOR TRAINING HANDLERS*

The following videos are approved by the U.S. EPA to meet the minimum handler training requirements under the Worker Protection Standard. **Videos should not be used as the sole element in a training program.** To comply, these videos must be presented by a qualified Worker Protection Standard Trainer and accompanied by farm specific information, discussion, and questions and answers.

PESTICIDE HANDLERS AND THE WORKER PROTECTION STANDARD

- 50 minutes
- Available in English or Spanish
- This informative pesticide handler training video has numerous details broken down into short segments which provides a perfect opportunity to break training down into two or more sessions. This video effectively covers the subject in a professional manner.

• Sources: Gempler's #V400 (\$29.95)

PESTICIDE SAFETY: WORKER PROTECTION "IDAHO VIDEO"

- 17 minutes English; 19 minutes Spanish
- The accompanying addendum/ brochure is required to clarify technical issues and meet Worker Protection Standard requirements.
- This video was designed to meet Worker Protection Standard requirements set by the EPA for training agricultural workers and pesticide handlers under the Worker Protection Standard. The video is divided into two sections: the first is for both agricultural workers and pesticide handlers. After a brief intermission and question period there is a continuation with additional training for pesticide handlers and early entry workers.

• Sources: AG Communication Center. University of Idaho
 EPA#WPS-10-WH-1(call for price)
 Gempler's #V100 (\$29.95)

*Prices are current as of 3/99, but subject to change.

PESTICIDE TRAINING FOR WORKERS AND HANDLERS

- 50 minutes
- Available in English or Spanish
- Designed to have workers and handlers together for the first session and handlers separate for the second, this video presents the required information for worker and handler training in a clear and simple manner. Fairly detailed, yet easy to understand, it follows the sequence of steps necessary for protection from pesticides.

• **Sources:** Gempler's #V510 (\$69.95)
Farm Employers Labor Service (\$59.00)

SAFE USE OF PESTICIDES IN OUTDOOR NURSERIES PARTS I & II

- 30 minutes English; 32 minutes Spanish
- A general pesticide safety video for people working in outdoor nurseries which fulfills WPS worker and handler training requirements. Part I discusses the ways a worker can come in contact with pesticides, how such contact can be avoided, and talks about poisoning symptoms and emergency response. Part II addresses safety issues of special importance to people who apply or otherwise work directly with pesticides and focuses on necessary protective equipment and safe handling practices.
- The set includes English and Spanish versions on two separate videos.

• **Source:** University of California-Davis Cooperative Extension Visual Media Office #V/95 A&B (call for price)

GREENHOUSE PESTICIDE SAFETY TRAINING

- 60 minutes
- Available in English and Spanish
- Video meets the Worker Protection Standard training requirements for greenhouse workers. The video includes a booklet which parallels the video's content.

• **Source:** Professional Plant Growers Association (call for price)



BASIC PESTICIDE SAFETY TRAINING MATERIALS

The following materials are approved by the U.S. EPA to comply with the PRE-TRAINING BASIC PESTICIDE SAFETY INFORMATION provision required for agricultural workers under the Worker Protection Standard. These materials have to be used in accordance with the pre-training requirements described in the section entitled **Basic Pesticide Safety Information.**

STEPS TO PROTECT YOURSELF FROM PESTICIDES

- English/Spanish, English/Cambodian, English/Creole, English/Vietnamese, English/Laotian
- Pocket sized booklet from the U.S. EPA that covers all of the basic pesticide safety information required during the 5 day training "grace period." Produced in the same visual style and simple language as Protect Yourself From Pesticides.
- **Source:** U.S. EPA Region 5 #735-F-95-002(Spanish); #735-F-95-005(Cambodian); #735-F-95-003(Creole); #735-F-95-004(Vietnamese); #735-F-95-006 (Laotian) (free)

PROTECT YOURSELF FROM PESTICIDES

- Basic Pesticide Safety Information Brochure
- **Source:** U.S. EPA Region 5 # 735- F-94-001 (free)

BILINGUAL WPS BASIC PESTICIDE SAFETY INFORMATION

RECEIPT

- Single sheet
- English/Spanish
- Meets EPA pre-training requirements and has a section for workers to sign they received the information.
- **Source:** Gempler's #95001 (tablet of 50 forms \$7.50)



MATERIALS TO AID THE TRAINER

The following materials do not meet the U.S. EPA requirements for Worker Protection Standard training. These materials are examples of the many aides available to the trainer which help enhance the quality of training provided.

TRAINERS OF WORKERS NOTEBOOK

- 32 loose leaf pages to accompany Protect Yourself from Pesticides
- This booklet was developed by the U.S. EPA and provides information on the Worker Protection Standard protections for workers; safety training requirements for workers; helpful advice for training delivery; and information on the EPA training verification program.
- Sources: Gempler's # HW55 (\$1.95)
U.S. EPA Region 5 (free)

YOU CAN DO IT: HOW TO TEACH PESTICIDE HEALTH AND SAFETY TO FARMWORKERS & THEIR FAMILIES

- Source: Work Group on Pesticide Health and Safety (call for price)

SHEDDING SOME LIGHT ON PESTICIDE PROTECTION

- Source: Cornell University Audiovisual Center (call for price)

WPS MATERIALS DEVELOPED BY EPA, STATES, AND OTHER ORGANIZATIONS

- 28 page book of various training materials developed nationwide, with sources of procurement.
- Source: U.S. EPA Region 5 (free)

WPS OVERVIEW SLIDE SET

- ☛ 118 slide set with script on provisions of rule
- ☛ Narrated cassette tape included
- ☛ **Source:** U.S. EPA Region 5 (free)

ILLUSTRATED AGRICULTURAL DICTIONARY

- ☛ 160 pages English/Spanish
- ☛ Written specifically for agriculture
- ☛ **Source:** Gempler's # TAD (\$27.50)

PERSONAL PROTECTION EQUIPMENT TRAINING KIT

- ☛ Includes a life size mannequin and head to toe PPE including TYVEK coverall, gloves, goggles, respirator, booties and cap.
- ☛ **Source:** Gempler's 1295A (\$64.95)
6657A (\$10.95) mannequin only

CORNELL PERSONAL PROTECTIVE EQUIPMENT BROCHURES

- ☛ Series of different brochures detailing various topics associated with PPE
- ☛ Written in simple, easy to understand language
- ☛ Topics covered per brochure: choosing chemical-resistant PPE; respirators; coveralls; gloves and other skin protection; clothing layers; protective eyewear; inspecting, maintaining and replacing PPE; and avoiding heat stress.
- ☛ **Source:** U.S. EPA Region 5 (free)



DOCUMENTATION OF TRAINING

All employers are advised to maintain documentation of the training they provide including Basic Pesticide Safety Information. Training can be documented by having trained workers and handlers sign a statement, in their dominant language, acknowledging receipt of basic pesticide safety information or completion of worker or handler training. This statement should indicate the date and location of training, and the name of the trainer. Gemplers produces preprinted logs and receipts in Spanish and English to document worker and handler training. (See Section on Materials to Aid the Trainer). The US EPA has developed Worker and Handler Verification Cards that WPS trainers may issue to the workers and handlers they train. State Department of Agriculture can offer more assistance with training documentation processes.

BILINGUAL WPS BASIC PESTICIDE SAFETY INFORMATION RECEIPT

- Single sheet
- English/Spanish
- Meets EPA pre training requirements and has a section for workers to sign they received the information.
- **Source:** Gempler's #95001 (tablet of 50 forms \$7.50)

WPS WORKER TRAINING RECIEPT

- English/Spanish
- Describes content of worker training. Provides written proof that training took place.
- **Source:** Gempler's #95003 (\$6.95 for tablet of 50)

WPS HANDLER TRAINING RECIEPT

- Spanish/English
- Describes content of handler training. Provides written proof that training took place.
- **Source:** Gempler's #95004 (\$6.95 for tablet of 50)

EMPLOYER'S SAFETY TRAINING LOG

- Each log has space for name of trainee, date of training and signatures of up to 20 employees.
- **Source:** Gempler's # 95002 (\$4.95 for tablet of 50)

SOURCE LIST

AG Communication Center

Phone (208)885-7985

SOS Communications

Phone (831)375-2035

**Cornell University; Audiovisual
Center**

Phone (607)255-2090

**St. Joseph County(MI) Extension
Office**

Phone (616) 467-5511

Farm Employers Labor Service

Phone (800) 753-9073

**U.S. Environmental Protection Agency
Region 5**

Phone (312)886-7834

Gempler's

Phone (800)-382-8473

**University of California-Davis
Cooperative Extension Visual Media
Office**

Phone (916) 757-8980

**Michigan State University;
Cooperative Extension Service**

Phone (517)355-0240

**West Virginia University Safety &
Health Extension**

Phone (304) 293-3096

**National Center for Farmworker
Health**

Phone (512)312-2700

**Work Group on Pesticide Health and
Safety**

Phone (206) 463-9000

**Professional Plant Growers
Association**

Phone (800)647-7742