

Agricultural Worker Pesticide Safety Training

Facilitator Guide



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EPA has approved this material to fully train workers on pesticide safety in accordance with the 2015 WPS (40 CFR 170). The approval number is EPA WPS Worker PST 00036.

Quick Start

Before the Training

1. *Know the audience*

- This training is intended for migrant and immigrant farmworkers living and working in the South Eastern United States. This population is mostly from Mexico and Central America. They speak primarily Spanish and have limited formal education. Some may not be able to read and write. Try to gather as much information about the audience as you can before you train them. If possible find out about their needs and past experiences with the content.
- Consider the cultural background of the trainees. Make sure relevant points are addressed in a culturally appropriately way. There are several places in the training where cultural beliefs and practices are included. For example, some Latino farmworkers believe that using water to wash their hands and bathe when they are hot might make them sick. It is important to acknowledge this belief and to point out why it's so important to wash hands and bathe after working with pesticides.
- Sometimes talking about pesticides can be very scary because we are talking about something that affects the health of the participants and their family members. It is important to reassure participants that the purpose of the training is not to scare them, but to help them understand how they prevent being exposed.
- Tips for teaching adult learners
 - Keep the number of participants per training to 12 or 15 individuals if possible so that you can make it as participatory as possible.

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- Make sure adult learners understand WHY this training is important and HOW it is relevant to their lives.
 - Try to engage everyone while respecting their own learning styles.
 - Encourage learners to ask questions.

2. *Review the facilitator guide*

Refresh your knowledge before you facilitate a training and practice facilitating the training if it's your first time using this training.

3. *Prepare materials*

Prepare materials for training activities; Print out handout and pre and post assessments.-.

4. *Set up the room*

The best set up is a semi-circle of chairs, without any desks or tables.

If you are using the Power Point presentation, try to have the projector behind you so that it doesn't stand between you and the participants. If you are using a flipchart, just have it next to you.

5. *Keep track of time*

Use a watch to keep track of time. Adjust the training as needed to ensure you cover the material.

6. *Distribute assessment materials*

If using a pre and post assessment, provide each participant a pre-assessment. It is important to explain to participants that these are to help you, the facilitator, know how you are doing with the training. It is a good idea to read each question aloud. Walk around the room as you are reading the questions. Help anyone that may not be able to read so they can answer the questions.

During the Training

1. *Keep the facilitator guide for reference*

Use the facilitator guide to keep track of the material and activities. Avoid reading the content word for word. Showing confidence about the content will make learners feel confident to learn.

2. *Keep track of the time*

Adjust the class activities if time allows.

3. *Use your “Presentation Persona”*

Voice: Vary the tone of your voice.

Body: Use hand gestures, make eye contact, move around and towards participants.

4. *Customize for different audiences*

The training can be tailored to the learners’ needs and experiences. It can be customized by altering the time spent and emphasis on each section, on examples, and on activities.

5. *Encourage participant engagement*

Training is more effective when the learners take an active part. A series of guided questions are included in this training. Be sure to ask these questions and give enough time for the participants to answer. Always give positive feedback after these activities as this will encourage active learning throughout the training.

After the Training

1. *Collect assessment materials and feedback from participants*

Getting direct feedback from participants will help you improve the training for future use.

2. *Answer any individual questions after the workshop if time allows*

Allow participants to ask further questions, resulting in retention of the knowledge. It also gives shy learners a chance to ask questions and share what they learned.

3. *Sincerely thank the participants for attending the training session.*

Part 1: Curriculum Overview

Description

. The curriculum aims to improve farmworkers' knowledge and foster changes in attitude regarding pesticide safety, The goal is to change behavior that will help farmworkers protect themselves and their families from pesticide exposure.

Instructional Goal

The goal of the training is to educate farmworkers in order to increase knowledge about pesticides and appropriate actions to take in order to protect themselves and their families.

Target Learners

Learners are Latino farmworkers in Florida and South Georgia. They have relevant low literacy levels.

Delivery Method

This training is designed to be facilitated in-person with either a flip chart or Power Point presentation.

Number of Participants

To facilitate active learner engagement, the ideal number of participants is 12-15.

Time

60 minutes

Instructional objectives

After the training, the farmworkers will be able to:

- recognize sources and routes of pesticide exposure
- identify the symptoms of pesticides exposure
- recognize and explain the meaning of the warning signs in the fields
- take appropriate actions to prevent overexposure to pesticides
- apply routine and emergency decontamination procedures

Materials

The following materials are needed during the training session:

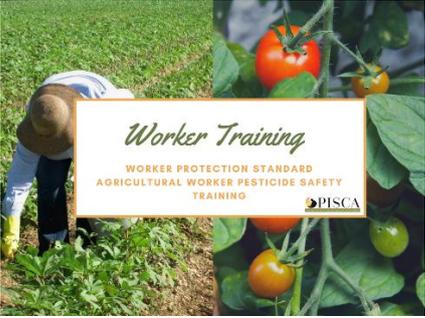
- PowerPoint Presentation or Flipchart Presentation
- Blank Flipchart Sheets
- Facilitator guide
- Ice breaker materials

*Notes to facilitator

In the presentation slides, you will see many brainstorming question slides like below. Be sure to ask these questions and give enough time for the participants to answer. Always give positive feedback after these activities.



Part 2: Instruction

Slides	Notes
<p>Slide 1</p> 	<ul style="list-style-type: none"> ■ Introduce yourself and the presentation briefly. <p>Trainer: Welcome to our training about pesticide safety. We're going to start with an icebreaker to get us thinking about pesticides.</p>
<p>Slide 2</p> 	<ul style="list-style-type: none"> ■ Start the icebreaker activity. <p style="background-color: #92d050; padding: 2px;">Option 1 (Guessing Game)</p> <ol style="list-style-type: none"> 1) Prepare three cards with a picture. (Note: You can use any fun and easy picture like like a soccer game or a party. One of the cards should have an image of pesticides and the word "pesticides" written on the card.) 2) Ask for three volunteer. Show one picture to each volunteer and the volunteer to to act out or describe it. 3) Show the image of the pesticide last. After the volunteer is done, explain that you will talk about pesticide in today's training. <p style="background-color: #92d050; padding: 2px;">Option 2 (Introduction Activity)</p> <p>Ask participants to share their name and their favorite good.</p>
<p>Slide 3</p> 	<ul style="list-style-type: none"> ■ Ask the question on the slide: Why are taking this training? Allow participants to answer the question. ■ Explain the Worker Protection Standard and point out that handlers need additional trainings. <p>Trainer: Now, why are you taking this training? The Worker Protection Standard is a rule that is part of a federal law. And this rule was designed to protect farmworkers who work in agriculture to reduce exposures to pesticides and possible health effects from pesticides. This includes workers like you who are paid to work in the fields, in the nurseries, and in the gardens. Your employer has to provide this training every year. This training we are doing today is for regular farmworkers. If any of you apply or mix pesticides, you will receive additional training to be able to do that kind of work.</p>

Sometimes if we've been working on farms when we talk about pesticides it can make us worried and sometimes it scares us. This training is about understanding how to work safely around pesticides so that we can protect ourselves and our families.

Slide 4



The diagram for the Worker Protection Standard (WPS) is a diamond shape divided into four quadrants. The top quadrant shows green trees. The right quadrant shows an orange tractor. The bottom quadrant shows a red person using a sprayer. The left quadrant shows a blue person wearing a respirator. The text 'Worker Protection Standard (WPS)' is written vertically on the left side of the diamond.

■ **Explain the three main areas of WPS.**

Trainer: The Worker Protection Standard is focused on three main areas: Information, protection and action.

Information:
Your employers are required to give you information about pesticides and about the rights you have as a worker.

Protection:
Employers must provide different resources including signs and provide personal protective equipment to workers and handlers to minimize potential exposure to pesticides.

Action:
And action. In case you have an accident, for example, where pesticides get on your body, employers must be prepared to act when a worker has been exposed to pesticides. In case something like this happens, they have to provide materials for emergency washing and decontaminating and provide emergency transportation to a clinic or hospital, if necessary.

Slide 5



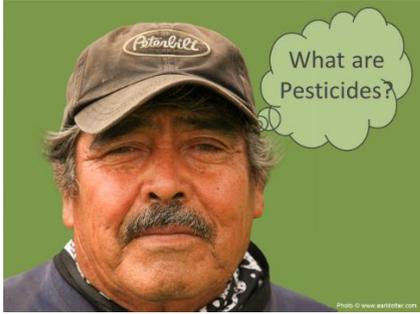
A photograph of a man in a plaid shirt and green hat holding a baby, with a woman and another child nearby. A circular graphic on the left contains the text 'Protect yourself and your family'.

■ **Tell participants the objectives of this training**

Trainer: Okay. Now let's talk about how to protect yourself and your family. In this training

- 1) You will receive information about the possible risks of exposure to pesticides in your workplace.
- 2) You will be shown the steps you can take to protect yourself, protect your family or anyone else from exposure to pesticides.
- 3) In addition, you will also learn the steps to follow in the event that you or anyone else is affected by pesticides.
- 4) You will learn the employer's responsibilities to your workers when they work in areas where pesticides are used.
- 5) In addition, you will receive information about your rights as a worker.

Slide 6



Ask the question on the slide. Allow participants to answer the question and write responses on a flip chart.

Trainer: You already named several pesticides. Now let's review.

A pesticide is a substance used to protect plants and control pests such as insects, weeds, fungi and diseases caused by fungi and rodenticides

Slide 7



Trainer: Let's review the he types of pesticides most commonly used in agriculture Insecticides are used to kill insects.

Slide 8



Trainer: Herbicides are used to kill grass or weeds.

Slide 9



Trainer: Fungicides are those that are used to kill fungi or diseases caused by fungi.

Slide 10



Trainer: Rodenticides are used to kill rodents like mice and rats.

Slide 11



Ask the question on the slide. Allow participants to answer the question and write responses on a flip chart.

Trainer: So, my question for you is: Where can we find pesticides? Can you tell me some places where pesticides are found?

You told me some places. There are many places where we can find pesticides. In the next pictures we will talk about the places where we can find them.

Slide 12



Discuss the ways that workers can get pesticides exposure. (slides 12-14)

Trainer: You can get exposed to pesticides through drift. Pesticides can drift or be carried by the wind from the place where it is applied to other places, away from the area that is being targeted. Sometimes it can drift on people.

Slide 13



Trainer: Another way you can be exposed to pesticides is when you are working in the field and you come in contact with the plants, fruits, vegetables and soil that has been treated with pesticides. **Although you do not see them, the plants and fruits have pesticide residues and the residue can stick to your body and your clothes.**

Slide 14



Trainer:

Other sources of exposure to pesticides include:

- Irrigation water
- Pesticide containers (do not take empty pesticide containers to your home)
- Equipment used to apply pesticides
- Areas where pesticides are loaded or mixed

Remember if you see irrigation water, it has pesticides in it. Stay away from it. Don't drink it.

Slide 15

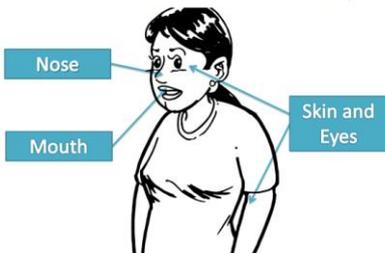


Ask the question on the slide and write responses on a flip chart.

Trainer: Do you know anyone who has been harmed or made sick by using chemicals at work? What happened? Why do you think the worker was harmed?

Slide 16

How Pesticides Get in Your Body



Explain the ways that pesticides get into our body and point out that different ways have different level of impact on our body.

Trainer: Each one of you told us about the different ways pesticides get in our bodies. Let's summarize because how pesticides enter your body is an important factor that determines how much damage this can cause. Pesticides enter your body through your mouth, your skin and eyes and through your nose, when you breathe again makes a difference how it enters your body. For example, if you drink a spoonful of chlorine it is more harmful than if that spoonful of chlorine falls on your skin.

The most common way pesticides enter the body of workers in the field is through the skin, including the eyes. Sometimes, you cannot see or feel that a chemical is entering your body through the skin. For certain chemicals, your skin is like a sponge. For example, think about putting lotion on your hands and rubbing it in. The cream disappears because it is entering our body through our skin.

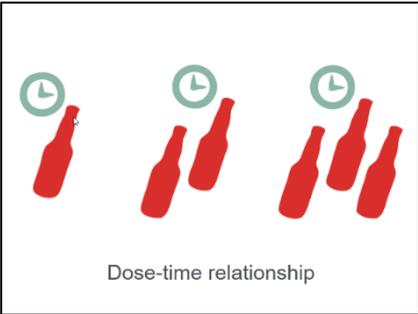
Optional Activity: Ask for a volunteer or two to apply hand cream or hand sanitizer on their hands and rub it in.

One thing that is important to know is that pesticides also enter your

body through the genitals.

There are many ways that you can protect yourself from pesticides and we will talk more about that in a minute. But washing your hands is one way to protect yourself. So if you go to the bathroom, you need to wash your hands before you to go to prevent pesticides from entering your body.

Slide 17



Use does-time relationship to explain the effect of being exposed to pesticides can also depend on the amount of time and the amount of pesticide you are using.

Trainer: The effect of being exposed to pesticides can also depend on the amount of time you are exposed to a pesticide and the amount or the dose of pesticide you are using. Let's think about beer. What happens when you slowly drink one beer over the course of one hour? What happens if you drink three beers in one hour? What happens if you drink six beers in an hour? The effect of the beer will differ depending on the amount you drink. But time makes a difference too. Drinking three beers in 15 minutes is going to affect you differently than if you drink three beers in three hours. Drinking a lot of beer in a short period of time means your body can't get rid of the chemical as needed.

Slide 18

Other factors that impact how pesticides may harm you

- ✓ Type of pesticide
- ✓ Sensitivity
- ✓ Gender
- ✓ Age
- ✓ Health condition
- ✓ Body size



Discuss the other factors that impact how pesticides harm a person.

Trainer: Other factors that impact the way pesticides can harm a person:

The type of pesticides: There are some pesticides that are more toxic than others. And of course, the more toxic pesticide causes more damage than one that is less toxic.

Sensitivity to pesticides: There are some people who are more sensitive than others to pesticides. Repeated exposure to pesticides may cause someone to have a bad reaction when exposed.

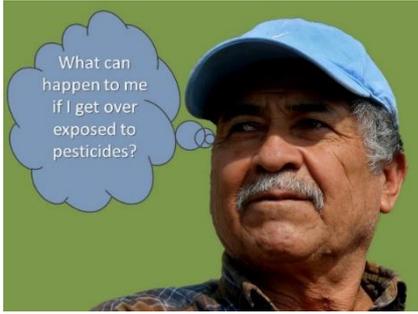
The sex of the person: Women and men do not process chemicals in the same way and this will determine how pesticides will affect them.

Age: Children are affected much differently than adults because their body is smaller. Even if an adult and child are exposed to the same amount of a pesticide, it is going to have a greater effect on the child.

The health of the person: Sick people are also affected much more than a healthy person.

The size of the person: Just like with the child, a person who weighs less could be affected more than a heavier person.

Slide 19



Ask the question on the slide. Allow participants to answer the question and write responses on a flip chart.

Trainer: What happens if I am overexposed to pesticides?

Remember that there are several factors that influence how exposure to pesticides could affect us, but we want to make sure that we avoid being overexposed. Knowing the signs and symptoms will help us. **We are not trying to scare you. We are telling you all of this so that you will know how to protect yourself.**

Slide 20



Show the signs and symptoms of being overexposed to pesticides.

Trainer: As we talked before, there are many factors that influence how pesticides can affect us. One has to be careful not to be overexposed to pesticides. There are many signs and symptoms that occur when you are overexposed to pesticides and many of them occur right away. So, what are the immediate effects from a pesticide poisoning. Examples include eye irritation, skin rashes, and dizziness. Some symptoms are milder than others. Others are more severe including convulsions, chest pain, and breathing difficulties and even death.

It is extremely important that you take care that pesticides do not get into your body.

Slide 21



Explain what chronic health effects are.

Trainer: What would be the possible long-term effects that could be caused by being exposed to pesticides? That is, 3, 5 or 10 years from now?

Chronic health effects include diseases that result from being exposed to pesticides. Exposure can be caused by a small amount that the worker is exposed to many times. You may not notice anything at the moment because the effect is takes place over time. This type of exposure could cause asthma, sterility, cancer and neurological defects or problems in the nervous system such as epilepsy and Parkinson's disease. Remember Mohamed Ali. Since I know that you all like boxing, I be you then you know who Mohamed Ali was. He suffered from Parkinson's disease. It is a disease where the person cannot control the body.

It is very important that you are aware of sterility or infertility, because

that affects your future and make it hard for you to have kids. If you are overexposed to pesticides when you are young, it is possible that in the future you could become sterile and could not have children.

Slide 22



Point out the impact of pesticides on pregnant women.

Trainer: We know that there are many things that cause miscarriage or birth defects in children. It is important that we know that pesticides can also cause miscarriages and birth defects. There is a lot of confusion in translation with the word miscarriage. In Latin America we use the word “aborto espontáneo” to describe miscarriage. But the term “aborto” or abortion in the US can be interpreted that a woman chose to do this. Therefore, it is important that, if a woman loses a baby, and goes to the clinic or the social services office, she should carefully explain what happened.

Slide 23



Point out the impact of pesticides on children.

Trainer: Do not allow children to work or play in pesticide treated areas. Pesticides can cause children to have learning difficulties such as problems paying attention (attention deficit disorder) and problems with growth and development. Illnesses such as asthma and some cancers have been associated with pesticide exposure in children.

So, keep children out of areas where pesticides have been applied and do not bring pesticides to your home.

One thing you can do to protect your children is to avoid bringing pesticides home, leave your work clothes and shoes outside the house and bathe immediately when you get home.

Slide 24



Ask the question on the slide. Allow participants to answer the question.

Slide 25



Explain when REI is used in the field, and the regulations related to REI.

Trainer: A restricted entry interval area or REI the time immediately after a pesticide has been applied when entry into that treated area is not allowed or is limited. It's restricted.

Different pesticides have different REIs Some may have one hour, others four hours and some have several days. That depends on the pesticide. The employer has to put a sign that tells the amount of time a worker has to wait. Some workers who have their PPE (Personal Protective Equipment) and special training can enter. All workers under the age of 18 cannot enter even with PPE.

Slide 26



Introduce two types of warnings of restricted areas.

Trainer: There are two types of warnings used to inform farmworkers of where a pesticide application has taken place or where there are restricted entries.

- 1) Your employer or supervisor can warn you by telling you that a pesticide has been applied and when it will be ok to enter. This is an oral warning.
- 2) Your employer or supervisor can also post a warning sign that says a pesticide has been applied and when you are allowed to enter. These sign shows areas where pesticides are being applied or were applied. These signs warn not enter the area until your supervisor tells you it is okay and all signs have been removed. Be aware that there are only requirements for a sign but no exact requirements about what the sign should say except that it has to warn you.

Your employer or supervisor can do both, post a warning sign and give you an oral warning, by telling you about the restrictions.

Slides 27



Show participants how to read Safety Data Sheet (SDS). (Slides 27-33)

Trainer: Another thing that you need to know is that your employer is required to have safety data sheets or SDS for all pesticides used on the job site. SDSs provide information on the hazards of substances and how to use them safely, such as storing, transporting and disposing of them. These SDSs also provide information on what to do in case of an emergency related to the chemical. It is required that the SDS be placed in a central site where you work. That is, in a place where you can see them every day.

Slide 28

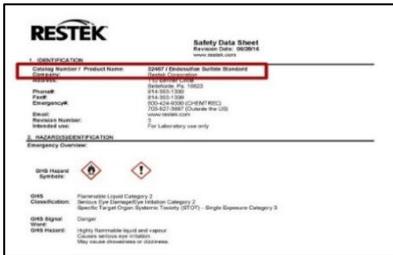


Trainer:

Here we have an example of a Safety Data Sheet. It has:

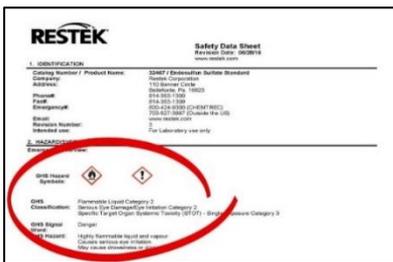
- Name of product
- Hazard information
- First aid information
- Storage and handling information

Slide 29



Trainer: Here we can see the name of the pesticide.

Slide 30



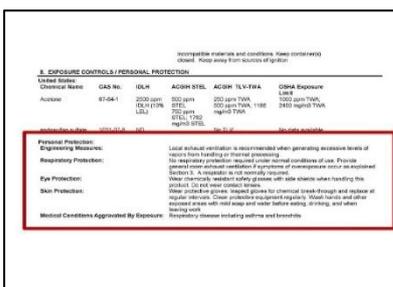
Trainer: Hazard information

Slide 31



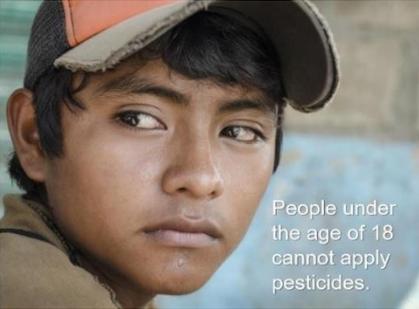
Trainer: It includes first aid information.

Slide 32



Trainer: Here we can see about the type of PPE that is required to the pesticide.

Let me summarize the SDS information. If you want some information about the pesticides that are being used in the field, you can go to the safety data sheets and get all that information there. If you want to know what PPE to use, you look for it there. If you want to know what to do in case of a poisoning, you look for it there. If you want to know about the

	<p>dangers they present, you look for it there. In other words, the important things you need to know about the pesticide are on the SDS.</p>
<p>Slide 33</p> 	<p>Trainer: Your employer must use all pesticides according to their label. The label will include information about the type of personal protective equipment needed for workers who apply, mix or handle pesticides. Remember if you apply, mix or handle pesticides you need additional training.</p>
<p>Slide 34</p> 	<p>Give the definition of the application exclusion zone.</p> <p>Trainer: It is important to stay away from areas where pesticides are being applied. When pesticides are being applied, the applicator and the employer have to make sure that other workers are not in the areas where pesticides are being applied. If there are workers, the applicator has to stop applying the pesticides. The official name of this zone is "Application Exclusion Zone". Employers must not allow or direct any worker or other person to enter or to remain in the treated area.</p>
<p>Slide 35</p> 	<p>Point out the proper age of applying pesticides.</p> <p>Trainer: I suppose everyone here is over 18 years old. But if you are under 18 you cannot apply pesticides. Remember, you can not apply pesticides or enter a restricted area if you are under 18 years old.</p>
<p>Slide 36</p> 	<p>Ask the question on the slide. Write responses on <u>flip chart</u>.</p> <p>Trainer: We've talked about how you can get exposed to pesticides. We've talked about how pesticides enter your body and what can happen if exposed to pesticides. Now let's talk about how you can protect yourself from pesticides. What do you think? How can you protect yourself from pesticides?</p>

Slide 37

Is there anything wrong with what this man is wearing?



Ask the question on the slide. Allow participants to answer the question.

Trainer: Do you think there is something wrong with what this person is wearing?

We can see that this man is not dressed properly. He has flip-flops, he has shorts, he has a short-sleeved shirt and he's bald and has nothing on his head to protect himself. This person is not well protected.

Slide 38

What about this person?



Ask the question on the slide. Allow participants to answer the question.

Trainer: What do you think of this person?

This man is protecting himself against pesticide exposure. This man has his cap or hat, a bandana, gloves, long pants, and closed shoes. He is better protected and pesticides are not likely going to get on his skin. While the man in the previous photo was leaving his skin uncovered. You should wear clothing and PPE that protects you from pesticides. This includes long-sleeved shirt, long pants, caps, gloves. The bandana can also help a lot.

Slide 39

Wash your hands!



Point out the importance of washing hands and discuss their concerns according to Hispanic culture.

Trainer: **Another thing that is extremely important is to wash your hands.** You should wash your hands before eating, drinking, smoking, using the bathroom, before touching your eyes or mouth and before getting in the car.

We know that many of us believe that washing your hands with water might make you sick. When we are hot and working with think that washing with water will cause problems like arthritis.

We understand that and our thinking that this is actually keeping us healthy. But remember that there are risks associated with pesticides. We recommend that you wash your hands because you are actually protecting yourself when you do this.

And when you get home, you should change your clothes outside the house and bathe immediately. Once again we know that many people come home from work and say "I cannot bathe because my body is hot. If I bathe, I will feel bad, I will get a headache, I will get rheumatism or

something else”. Please remember that if you have children and you have pesticides on your body and the children come to hug you, the pesticide will get on your children and that is not good for your children. And if you bathe immediately, you avoid a potential greater danger for your family.

Slide 40



Ask the question on the slide. Allow participants to answer the question.

Trainer: How can we protect ourselves and our families? We have to do everything we can to avoid being overexposed to pesticides. And that does not include only us, but we also have to protect our family. Overexposed means that you were exposed to enough pesticides that it impacts your health or leads to signs and symptoms of exposure.

Slide 41



Discuss the steps for farmworkers to protect themselves and their families. (Slides 41-46)

- Leave work clothes and shoes outside
- Bathing immediately after work
- Keep work clothes separate
- Never bring pesticide containers back home

Trainer: When you are working, pesticides can stick to your work clothes and shoes. Therefore, when you get home from work, take off your clothes and shoes outside the house. Although we know that sometimes there is no space outside the house to change clothes, we recommend that you remove everything you can before entering the house.

Slide 42



Trainer: When you enter your home with your shoes and work clothes, you will walk on the floor where your children play and there you will leave pesticides. Then your children could put toys in their mouths that are contaminated with pesticides, especially their younger children To avoid this, take off your shoes and clothes outside the house. **Even if you don't have kids, it is still important to leave your work clothes and shoes outside because you don't want to expose your work family or the people you stay with.**

Slide 43



Trainer: Leave your shoes and work clothes outside the house.

This man here took off his shoes and clothes outside the house and is now ready to enter his house. Changing your work shoes and clothes before entering the home reduces the amount of pesticides you bring home. And this helps your family.

Slide 44



Trainer: We talked about this before, but it is important to repeat. It is important to bathe immediately after work. Once again, we understand our beliefs about bathing after work and our thinking that we could get sick from getting out of the heat and into the cold. We recommend that you bathe immediately and that way you protect your children and your whole family.

Slide 45



Trainer: Keep work clothes separate from other clothes. Wash work clothes separately from other clothing. Take off your work clothes immediately upon arriving at the house. Do everything possible to change out of the house. You should wash work clothes separately from other clothing to prevent pesticides from being transferred to clothing.

Slide 46



Trainer: We know that many people bring empty pesticide containers to their homes and sometimes they bring the pesticides. We recommend that you never bring any pesticide that is used at work to your home or the place where you are staying. This could be very dangerous. And do not bring empty pesticide containers to your house either. As much as you wash them, they will always have pesticide residues in them. We recommend that, to protect your families and yourself, do not bring empty pesticide containers or pesticides home. The empty containers must be left to the employer to properly dispose or get rid of them.

Slide 47



Ask the question on the slide. Allow participants to answer the question.

Trainer: What can I do in case of an emergency?

We have talked a lot about how to prevent exposure to pesticides and how important it is to take measures to prevent that exposure. Now, let's talk about what to do in case of an emergency in the event that you or a coworker is exposed to a large amount of pesticides. That is, you got a lot of pesticides in your body or someone you work with was exposed.

Slide 48



Present the three steps when dealing with emergency clean-up.

Trainer: Emergency clean up should be initiated if a pesticide is spilled or sprayed on your clothing or skin.

- 1) Stop the exposure!
- 2) Stop work and leave the work area.
- 3) Remove the pesticide contaminated clothing right away and wash immediately in the nearest clean water.

Slide 49



Explain the first aid steps for pesticides exposure in the eyes.

Trainer: In the case of pesticide exposure in the eyes the following first aid steps must be taken:

- 1) Wash eye quickly but gently
- 2) Hold eyelid open and wash with a gentle drip of clean running water positioned so that it flows across the eye rather than directly into the eye
- 3) Rinse eye for 15 minutes or more
- 4) Do not use chemicals or drugs in the rinse water, they may increase the injury
- 5) Your employer is required to have water available to rinse your eyes

Slide 50



Explain the first aid steps for pesticides exposure on the skin.

Trainer: In the case of pesticide exposure on the skin the following first aid steps must be taken:

- 1) Remove contaminated clothing
- 2) Rinse with water

Slide 51



Trainer:

3) Wash with plenty of soap and water

Slide 52



Ask participants “What are the first aid steps for breathing difficulties?” Allow participants time to provide answers.

Trainer: In the case of breathing difficulties:

- 1) Get the person to fresh air
- 2) Remove any tight clothing
- 3) Open the airway
- 4) Seek medical attention

Slide 53



Discuss the cases that need calling 911.

Trainer: You may need to call 911 depending on the severity of the exposure such as:

- Difficulty breathing
- Person is vomiting
- Person has passed out
- And whenever someone swallows the pesticide

These are urgent matters, get them to a facility **IMMEDIATELY. Call 911!**

Also, if decontamination at the worksite included removing clothes, the clothes should be bagged and be brought to the medical facility.

Slide 54



Discuss the case that needs medical facility.

Trainer: If experiencing any pesticide poisoning signs or symptoms go to a medical facility immediately. Your employer is required to provide transportation to a medical center to receive care.

Slide 55



Discuss the information needed from employers when getting medical care.

Trainer: When a worker is taken to get medical attention, the employer is required by the EPA to provide certain information to the medical facility.

This includes:

- Safety data sheet for the product – we talked about that before
- Name of the product
- Registration number Active ingredients
- Circumstances of the use of the product and of the exposure.

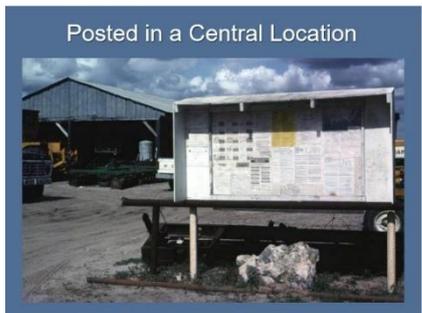
Slide 56



Explain the responsibilities of employers. (Slides 56-58)

Trainer: Now, let's look at the things that your employers should do for you.

Slide 57



Trainer: Your employer must display pesticide safety information, pesticide application information, and hazard information at a central location on an agricultural establishment.

Slide 58



Trainer: Your employer must inform workers where the nearest medical facility is located and of any changes to the emergency medical facility information.

Slide 59



Ask participants “What are your rights as farmworkers?”

Trainer: Employers cannot intimidate, threaten, coerce, discriminate against, discourage, or fire any worker or handler from complying or attempting to comply with the WPS. In other words, they cannot retaliate.

- YOU can **refuse** to participate in any activity that you believe is violating the WPS.
- YOU can **report** any WPS violations.
- YOU can provide information to the EPA or any authorized representative of a Federal, State or Tribal government about the WPS compliance.
- YOU have **unrestricted** access to posted information about pesticides including pesticide safety information, safety data sheets, and pesticide application information.
- YOU can also **designate** another person to help you get the information you need about pesticides.

These are your rights. We also know that sometimes it can be hard to fight for your rights because you might be afraid you will lose your job. We understand that. But remember you do have rights.

Slides 60-61

To report any violation to your state regulatory agency

In Florida, call the Florida Department of Agriculture & Consumer Services

- General calls: 850-617-7900
- Incident reporting: 850-617-7997

To report any violation to your state regulatory agency

In Georgia, call the Georgia Department of Agriculture.

- Incident reporting: 404-657-6534

- Show the information needed to report a violation.
Trainer: Here is the information you need to report a violation. In Florida, call the Florida Department of Agriculture at 850-617-7997 and in Georgia, call the Georgia Department of Agriculture at 404-657-6534

Slide 62



Thank participants for attending the training. Stay and wait for more questions if time allows.

Trainer: Thank you for taking part in this training. We really want to encourage you to make sure you protect yourself and your family from pesticide exposure. Thank you very much!

Appendix

Florida Worker's Compensation Law

<http://statelaws.findlaw.com/florida-law/florida-workers-compensation-laws.html>

Below, you'll find a chart laying out Florida workers' compensation laws, followed by answers to your questions about how workers' comp works in the Sunshine State.

Statute of Limitations	<ul style="list-style-type: none"> • 30 days to report your injury to your employer, though there are exceptions (§ 440.185) • 2 years is the hard deadline for filing petitions for benefits, but even then there are exceptions (§ 440.19)
Limits on Benefits	<ul style="list-style-type: none"> • \$863/week as of 1/1/2016 (<u>FL Rate Table</u>) • TTD benefits = 66 2/3% of your avg. weekly wages, 80% for critical injuries (§ 440.15(1)) • TPD benefits = 80% of the difference between 80% of your wages pre-injury and your wages post-injury (§ 440.15(4)) • Impairment benefits are determined by your impairment rating (<u>Impairment Income Benefit Calculator</u>)
Time Limits on Benefits	<ul style="list-style-type: none"> • Benefits begin on day 8 for disabilities that last less than 22 days (§ 440.12) • If the disability lasts more than 21 days, benefits are allowed from day 1 (§ 440.12) • Benefits for psychiatric claims stemming from physical injuries are limited to 6 months (§ 440.093)

	<ul style="list-style-type: none"> • 104 weeks of TTD and/or TPD benefits (<u>§ 440.15</u>)
Other Limits	<ul style="list-style-type: none"> • Double damages for injuries suffered by illegally employed minors (<u>§ 440.54</u>)

What are workers' compensation benefits?

Fortunately, Florida requires most employers to provide workers' compensation insurance for their employees. In Florida, workers' compensation benefits are essentially a form of wage replacement. How much you are entitled to receive depends on how much your ability to work is impacted by the injury. In Florida, you do not need to prove that your employer was at fault for your injury—only that the injury occurred while you were working.

Most accidental injuries and occupational diseases which occur in the course and scope of employment are covered by workers' compensation. However, mental or nervous injuries are not covered unless they stem from a physical injury.

Will I receive benefits equal to my wages?

No matter how much your wages are, if you make more than \$20 per week, your disability compensation will be limited to 100% of the statewide average weekly wage. As of January 1, 2016, the maximum weekly compensation was \$863. The amount you may receive may be further limited based on the percentages below.

What benefits are available?

In addition to medical care coverage, three types of benefits are available: temporary total disability (TTD), temporary partial disability (TPD), and impairment benefits. TTD benefits are equal to 66 2/3% of your regular wages in most cases. If you can return to work but are unable to earn the wages you were earning prior to the injury, TPD benefits pay you 80% of the difference between 80% of your wages before your injury and what you are able to earn now. Finally, impairment benefits pay you for any permanent disability resulting from your injury.

Do I need to report my injury during a certain period of time?

While there are exceptions, generally you must report a work related injury within 30 days of the date or initial manifestation of the injury. Ultimately, you must file a petition for benefits within 2 years of your injury, but even then there are exceptions to the 2 year limitation.

When do benefits begin and for how long?

In Florida, when your benefits begin depends on how long your disability lasts. If your disability lasts fewer than 22 days, your benefits do not begin until day 8 of your disability. However, if your disability lasts more than 21 days, you may receive benefits dating back to day 1 of your disability.

Whether you are receiving TTD or TPD benefits, you can receive only up to 104 weeks of benefits. If you are receiving 80% of your regular wages due to a critical injury, the time limit is shortened to only 6 months.

Are there any restrictions I should know about?

In Florida, your workers' compensation insurance company must authorize the doctor who is treating you. Also, unlike many other states, workers' compensation laws in Florida do not require that your employer keep your job available for you to return to when you are healthy enough to do so.

What can I do if my benefits are denied?

If your benefits are denied, an attorney can help you file a lawsuit against the workers' compensation insurance company. Your claim might be based on many causes of action, including an inaccurate diagnosis by the workers' compensation insurance doctor or an inaccurate calculation of your regular wages.

Having Trouble Getting Your Benefits? Get a Free Claim Review

Florida's business-friendly laws could easily prevent you from getting the benefits you are legally entitled to. Whether you are concerned that the doctor you were instructed to see misdiagnosed you or your insurance is simply refusing to pay your benefits, speak to a Florida workers' compensation attorney for a free claim evaluation.

Georgia Worker's Compensation Law

<https://statelaws.findlaw.com/georgia-law/georgia-workers-compensation-laws.html>

The chart below summarizes key aspects of Georgia's workers' compensation laws.

Statute of Limitations	<ul style="list-style-type: none"> You have 30 days to give notice of your injury to your employer, with some exceptions (§ 34-9-80) You must make a claim for your injuries within 1 year
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	<p>from the date of injury or the date of the last remedial treatment OR 2 within 2 years after the date of the last payment of weekly benefits (§ 34-9-82(a))</p> <ul style="list-style-type: none"> • 1 year from death for claims for death (§ 34-9-82(b))
Amount Limits	<ul style="list-style-type: none"> • TTD (§ 34-9-261): <ul style="list-style-type: none"> ○ Benefits max = \$575/wk, min = your avg. weekly wage if less than \$50/wk ○ 2/3 of your average weekly wage • TPD (§ 34-9-262): <ul style="list-style-type: none"> ○ Benefits max = \$383/wk ○ 2/3 of the difference between your avg. weekly wage pre-injury and your current avg. weekly wage ○ Total max = \$134,050. • PPD (§ 34-9-263): <ul style="list-style-type: none"> ○ Benefits max = \$575/wk ○ 2/3 of your average weekly wage • Death Benefits (§ 34-9-265): <ul style="list-style-type: none"> ○ Benefit max: \$575/wk ○ Burial benefits up to \$7,500 ○ A widowed spouse with no children may recover a max of \$230,000. • Medical care: <ul style="list-style-type: none"> ○ Unlimited for 400 weeks for most injuries. ○ For catastrophic injuries, they are unlimited for your lifetime.
Time Limits	<ul style="list-style-type: none"> • Benefits begin on day 8 for disabilities that last less than 22 days (§ 34-8-197) • If the disability lasts more than 21 days, benefits are allowed from day 1 (§ 34-8-197) • 78 aggregate weeks of TTD while employee is capable of working with limitations (§ 34-9-104(2)) • 400 weeks of TTD for most injuries (§ 34-9-200(2)) • 350 weeks of TPD.
Other Limits	<ul style="list-style-type: none"> • Certain categories of workers exempt (§ 34-9-2) • Employers may limit employees' choice of treating physician (§ 34-9-201) • No coverage for psychiatric, psychological, heart, or vascular diseases unless they arise from a separate

	<p>occupational disease (§ 34-9-280)</p> <ul style="list-style-type: none"> • Georgia does not require that your employer keep your position available for you to return to once you have recovered from your injury
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What are workers' compensation benefits?

In Georgia, workers' compensation benefits are a form of wage replacement, intended to provide you with income while you are unable to work or unable to work at full capacity. You do not need to prove that your employer was at fault for your injury, but you do need to be diagnosed by a doctor who is authorized by your employer.

What kinds of injuries are covered?

Most injuries that arise out of and in the course of employment are covered, whether you or your employer is at fault for your injuries. However, psychiatric, psychological, heart, and vascular diseases are not covered, unless they arise from a separate occupational disease.

Are all employees covered by workers' compensation insurance?

No, Georgia exempts these general categories of workers:

- Employees who work for an employer who has less than 3 regular employees
- Most railroad employees
- Farm laborers
- U.S. government employees
- Domestic servants
- Independent contractors

What can I do if my claim is denied?

If you try to submit a claim for a psychiatric condition, such as post-traumatic stress disorder, your claim is likely to be denied. However, if your psychiatric, psychological, heart, or vascular disease arose from a separate occupational disease, you may be entitled to workers' compensation benefits. Your claim may also be denied if your employer claims that you are not an employee, but instead you are an independent contractor.

If your claim is denied, you may request a hearing before the State Board of Workers' Compensation. Often, you will be required to go through mediation before your hearing. Because both hearings and mediation are complex legal procedures, you may want to consult with an attorney in order to better protect your rights.

Who can help me protect my rights?

Between percentages that are tough to compute and compensation maximums, it can be challenging to navigate Georgia workers' compensation laws. To insure that you are receiving all of the benefits you are entitled to receive, speak to an experienced Georgia attorney for a [free claim evaluation](#).