

## Imperial County Agricultural Commissioner Farm Labor Contractor (FLC) Registration

1. Every farm labor contractor is required to [\[LAB 1695\]](#):
  - a. Register annually with each agricultural commissioner where they will operate;
  - b. Carry license and proof of registration at all times in their capacity as an FLC;
  - c. File correct change of address with the agricultural commissioner, immediately upon each occasion, the licensee permanently moves his or her address.

Note: Please forward a copy of your updated FLC license upon expiration if you intend to work in the county after the time of expiration.

2. FLCs and their supervisors shall be informed of the meaning of warning signs placed at the corners and entrances of fields treated with a pesticide [\[3CCR 6776 & 6764\]](#).
  - The warning sign means that the field has been treated with a pesticide and that no one is to enter the field without proper safety equipment and training.



3. One toilet and hand-washing facility must be provided and maintained where there are five (5) or more employees engaged in hand-labor for agricultural operations [\[8CCR 3457\]](#).
4. Hazard Communication and Application-Specific Information for Fieldworkers [\[3CCR 6761 and 6761.1\]](#)
  - A completed PSIS A-9 must be displayed at the worksite or at a central location where the field workers gather prior to transportation to the worksite. The A-9 must also be posted at decontamination facilities serving 11 or more employees working in a field that has been treated within the last 30 days. FLCs must ensure that the A-9 is completely and accurately filled out.
  - The grower must maintain at a location accessible to fieldworkers:
    - The completion record of pesticide treatments, including crop treated, identification of the treated field, the date and time the application started and ended, the restricted entry interval, the product names (pesticide and adjuvants), registration numbers, and active ingredients.
    - The Safety Data Sheet for each pesticide.
  - The grower must inform the FLC of the location of any documents required above before anyone is allowed to enter a field treated within the last 30 days. The farm labor contractor is then required to share this information with their employees. The correct address and specific location where this information can be found must be available at the worksite.
  - The grower must provide, upon request of an employee of an FLC or their physician or representative, access to any records, documents, and information required to be maintained. The FLC must inform their employees of this right and protect them from retaliation or discrimination resulting from the exercising of this right.

5. Field Work During Pesticide Application [[3CCR 6762](#)]

No employer shall direct or allow any person during an application, other than the applicators:

- to enter or remain in a treated area of a field or within 100 feet of the application equipment. [May be less than 100 feet in specific scenarios.]
- to enter an enclosed space (i.e., greenhouse, shade house, etc.) during an application, or the 25 feet surrounding the enclosed space. [Some scenarios will not place restrictions on the surrounding 25 feet.]

6. Field Worker Pesticide Safety Training [[3CCR 6764](#)]

- a. The FLC shall assure that each employee assigned to work in a treated field, before beginning work in a treated field, has been trained within the last 12 months. The training must be provided in a manner the employee understands.
- b. The training shall include the following information:
  - i. Where and in what forms pesticides may be encountered, including treated surfaces in the field, residues on clothing, personal protective equipment, application and chemigation equipment, irrigation water, and drift;
  - ii. Potential hazards that pesticides present to fieldworkers and their families including acute, chronic, and delayed effects, and sensitization effects;
  - iii. Routes by which pesticides can enter the body;
  - iv. Signs and symptoms of overexposure;
  - v. Routine decontamination procedures when working in a treated field and the employer's responsibility to provide decontamination supplies:
    - A. Wash hands before eating, drinking, using the toilet, chewing gum, or using tobacco;
    - B. Thoroughly wash or shower with soap and water; and
    - C. Change into clean clothes as soon as possible.
  - vi. Wear work clothing that protects the body from pesticide residues when working in treated fields, and wash work clothes separately from other laundry before wearing them again;
  - vii. How Safety Data Sheets provide hazard, emergency medical treatment, and other information about the pesticides with which they may come in contact;
  - viii. The hazard communication program requirements of sections 6761 and 6761.1;
  - ix. First aid and emergency decontamination procedures including emergency eye flushing techniques, and if pesticides are spilled or sprayed on the body to wash immediately with decontamination supplies and as soon as possible, wash or shower with soap and water and change into clean clothes;
  - x. How and when to obtain emergency medical care;
  - xi. Prevention, recognition, and first aid for heat-related illness in accordance with Title 8 of the California Code of Regulations, section 3395;
  - xii. Restricted entry intervals and what posting means, including both California and federal field posting sign formats;
  - xiii. Employer responsibility to keep workers out of application exclusion zones;
  - xiv. Employees must be at least 18 years old to perform early-entry activities. The responsibility of the employer to provide specific information to the employees before directing them to perform early-entry activities;
  - xv. Employers are prohibited from allowing or directing any employee to handle pesticides unless the employee has been trained as a handler;
  - xvi. Do not to take pesticides or pesticide containers home from work;
  - xvii. Potential hazards to children and pregnant women from pesticide exposures, including that:
    - A. Children and nonworking family members should keep away from pesticide-treated fields;
    - B. After working in pesticide-treated fields, remove boots or shoes before entering the home and remove work clothes; and
    - C. Employees should wash or shower before physical contact with children or family members.

- xviii. How to report suspected pesticide use violations; and
- xix. Employee rights, including the right:
  - A. To personally receive information about pesticides to which he or she may be exposed;
  - B. For his or her physician or an employee representative designated in writing to receive information about pesticides to which he or she may be exposed;
  - C. To be protected against retaliatory action due to the exercise of any of his or her rights; and
  - D. To report suspected use violations to the Department or county agricultural commissioners. The importance of routine decontamination and washing thoroughly after the exposure period.
- c. An employee who holds a valid personal pesticide license or certificate issued by the department, current documented pesticide handler training pursuant to section 6724, or other valid certificates of pesticide training approved by the director is considered to be trained for the purposes of this section.
- d. The information shall be presented in a manner the employee can understand, orally from written materials or audio-visually, using non-technical terms in a location reasonably free from distraction. The trainer shall be present throughout the training and shall respond to employee questions.
- e. The record of initial and annually required training given to the employee must include the date; the employee's printed name and signature; the title(s) and source(s) of the training materials used; employer's name; and trainer's name and qualifications as specified in (f). The employer shall retain this record for two years at a central location at the workplace accessible to employees. The record must be provided to the employee upon request.

7. Emergency Medical Care Knowledge [[3CCR 6766](#)]

FLCs must have a plan for sick employees to receive medical attention. The employees, or their supervisor in the field, must know the name and location of a physician or medical facility where emergency medical care is available, and this information must be posted at the work site.

When it is suspected that an employee might be ill due to exposure to a pesticide or when pesticide exposure has occurred, the FLC must take the employee to a doctor immediately. An employee exposed to a pesticide must not be allowed to drive themselves to the doctor.

8. FLCs and their supervisors should be informed of the symptoms of organophosphate and n-methyl carbamate poisoning.

a. Organophosphates and n-methyl carbamates are two groups of pesticides with high toxicity to humans. These symptoms are similar to heat exhaustion except for excessive moisture in the mouth, eyes, and other membranes.

b. Symptoms include: (From: <https://www.epa.gov/pesticide-worker-safety/case-pesticide-poisoning>)

Sweating	Headache	Fatigue
Moist membranes	Salivation	Tears
Spit present in mouth	Slow pulse	Nausea and diarrhea
Possibly small pupils	Central Nervous System Depression	Loss of coordination
Confusion	Coma (can't waken)	

9. FLCs engaged in applying any pesticide, including baits, must be licensed as an agricultural Pest Control Business and register as such.

10. Decontamination Facilities [[3CCR 6768](#)]

- a. The employer must provide:
  - i. At least one gallon of water per employee of quality and temperature that will not cause injury when it contacts the skin, eyes, etc.
  - ii. Soap
  - iii. Single-use towels
- b. These facilities must be within 1/4 mile of the field workers.
- c. These facilities may not be in an area under treatment or under a restricted-entry interval except for early-entry activities (see section 12).

11. Field Reentry after Pesticide Application [[3CCR 6770](#)]

The employer shall not direct an employee to enter a treated field with a restricted entry interval (REI) in effect unless;

12. Early Entry [[3CCR 6771](#) and [3CCR 6768](#)]

- a. Before entry, the employer shall assure that early entry field workers are informed of:
  - The location where work is to be performed;
  - The pesticide(s) applied;
  - The date and time of the Restricted Entry Interval start and end;
  - Specific restrictions regarding the type of contact with the treated material;
  - Pesticide product labeling precautions related to hazards/symptoms of poisoning;
  - First aid and decontamination procedures;
  - How to obtain emergency medical care;
  - The prevention, recognition, and first aid for heat-related illness;
  - The location of the A-9;
  - The need, use and care of personal protective equipment (PPE) required for early entry;
  - The fact that clothing may be contaminated with pesticide residues;
  - Instructions for removing, storing and laundering contaminated clothing and equipment; and
  - The importance of washing thoroughly at the end of the exposure period.
- b. The employer shall provide all required PPE and provide for its cleaning, repair, and replacement.
- c. The employer shall assure that the PPE is used correctly for its intended purpose.
- d. The employer shall assure that at least one pint of eye flush water is immediately accessible (carried by each fieldworker) when the pesticide labeling requires protective eyewear.
- e. Employees performing tasks during an REI shall be provided with at least three gallons of water (per person), soap, and clean towels so that they may wash thoroughly upon removing PPE.

Below is a link of Train-the-Trainer Programs and Instructors approved for California. Check out the CDPR website for the most current list here:

<https://www.cdpr.ca.gov/docs/whs/trainers.htm>