Summary of Worker Safety Protection Requirements

Prepared Specifically for Urban Pesticide Use

INCLUDES RESPIRATORY PROGRAM INFORMATION

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**Forms Attached:**

1. Written Pesticide Safety Training Program
2. Handler Safety Training Record
3. Pesticide Application Record
4. Medical Recommendation Form for Respirator Use
5. Respirator Fit Test Record
6. Respiratory Protection Program Annual Evaluation and Consultation
7. Subsection (r) posting
What Employers Must Know and Do

This summary is intended to briefly introduce those laws and regulations which pertain to the use of pesticides in **URBAN** situations. Urban situations commonly include pest control in residential, commercial, and institutional settings, landscape maintenance, and non-production agriculture such as cemeteries, golf courses, parks, and right of ways.

This summary does NOT address all of the requirements for pesticide use in production agriculture (including nurseries, farms, and timber) or research production, and is not intended as a substitute for the official copies of the laws and regulations pertaining to worker protection and hazard communication.

**Note: A business owner who is incorporated is subject to the Worker Safety Requirements, since the business owner is considered an “employee” of the company.**

**Worker Safety**  
CCR 6700-6795

- These regulations found in the Food and Agricultural Code (FAC) and Title 3 of the California Code of Regulations (CCR) specify work practices for all employees who in any way handle pesticides.
- In general, these requirements are designed to reduce the risk of pesticide exposure, to assure medical services when employees are exposed, and to provide safe working conditions for workers.
- Each employer and employee is fully responsible for compliance with each regulation in this worker safety packet.

**Employer Responsibility**  
CCR 6702

- The employer is responsible for knowing the applicable safe use requirements in State and Federal regulations.
- The employer must communicate to all employees in the language they understand, the pesticide being used and the protective clothing, equipment, and procedures to follow.
- Supervision is required to make certain all aspects are properly followed.
- The employer must provide a safe work place and require employees to follow safe work practices.
- It is the responsibility of the employer to ensure that employees handle and use pesticides in accordance with all regulations and label requirements.

**Employee Responsibility**  
CCR 6702

- Employees must utilize the personal protective equipment (PPE) and other safety equipment required by pesticide product labeling or specified in the worker safety regulations that has been provided by the employer at the work site in a condition that will provide the safety or protection intended by the equipment.
According to 3CCR Sections 6140 & 6141:

The Director of the State Department of Pesticide Regulation (DPR) or the County Agricultural Commissioner (CAC) have the authority, without prior notification during business hours, to enter and inspect at reasonable times and in a reasonable manner any of the following items:

1. Records concerning work hours, training, and medical monitoring of employees
2. Areas where pesticides are handled, stored, or applied
3. Equipment (including protective clothing and equipment) used to store, transport, or handle pesticides
4. All records pertaining to pesticide use, handling, storage, or handling pesticides
5. Change areas
6. Pesticides, tank mixtures, and containers suspected of containing pesticides

When investigating an alleged employee illness or a safety violation regarding the use of a pesticide, the Director or Commissioner may confidentially interview the employee during work hours.
Note: Valid current certified applicators (QAL, QAC, PAC, PCA, Structural Field Representative (FR), or Structural Operator (OPR)) are exempt from annual pesticide handler training. Annual training and documentation is not required for these card holders only. All other employees must be trained prior to handling pesticides, continually updated to include new pesticides, and must be conducted every 12 months (annually).

Training Program/Training Records – 3CCR 6724

- The employer must maintain a written training program that describes the materials used to train employees and identifies the person that provides the training.
- The employer must maintain training records for 2 years for each employee that handles pesticides.
- The record must contain the date (day, month, year) and extent of initial and subsequent training, verified by the employee’s signature and accessible at a central location.
- This packet contains a sample training record in the Forms section.
- All columns on the training record must be filled out to be considered complete.

Handler Training – 3CCR 6724

- Employers must assure that employees who handle pesticides are trained before the employee is allowed to handle any pesticides.
- After initial training, training must be conducted every 12 months (annually) thereafter.
- The training must be updated throughout the year when new pesticides are to be handled.
- The training must be given in a language and/or manner the employee understands.
- This training shall be documented, signed by the employer and employee, and retained by the employer for 2 years.
- The training must include, at minimum, information from the product labels, Safety Data Sheets (SDS), and Pesticide Safety Information Series (PSIS). The training must cover, for each pesticide or chemically similar group of pesticides to be used:
  - Understanding and recognizing the information on the pesticide label that relates to human health hazards (i.e. precautionary statements)
  - The health hazards of pesticides, including acute and chronic effects, delayed effects, and sensitization that are identified in the label, SDS, or PSIS
  - Routes by which pesticides enter the body
  - Signs and symptoms of pesticide overexposure
  - Emergency first aid for pesticide overexposure
  - How to obtain emergency medical care
The need for, proper use, limitations, and sanitation of PPE

- Routine and emergency decontamination procedures, including spill cleanup and the need to thoroughly shower with soap and water following the exposure period
- Environmental concerns such as drift, runoff, and wildlife hazards
- Heat-related illness prevention – recognition, response, first aid, provision of water, access to shade, high heat procedures, supervisor training **(must follow information found in Title 8, 3CCR 3395)**
- Safety requirements and procedures for handling, transporting, storing, and disposing of pesticides
- Warnings about taking pesticides or pesticide containers home
- The laws and regulations relating to pesticide safety, SDS, and PSIS
- The employees’ rights including:
  - The right to personally receive info about pesticides to which they may be exposed
  - The right for their physician or employee representative to receive that same info
  - Protection against retaliatory action due to the exercise of any of their rights

**Handler Training (continued) – 3CCR 6724**

**Hazardous Communication – 3CCR 6723**

- Employers must provide workers with information about pesticides.
- Employers must display for workers a copy of DPR’s Pesticide Safety Information Series (PSIS) N-8 (non-production agriculture) in an accessible area such as a break room or office hallway.
- Before displaying, employers must fill in the spaces provided on the leaflet with information regarding emergency medical care, the location of pesticide use records, and SDS.

**Emergency Medical Care – 3CCR 6726**

- Employers must plan for emergency medical care for employees *before* they handle pesticides. The employer must locate a facility where emergency medical care is available for employees who will be handling pesticides.
- The employer must *post* at the office and in the work vehicles the name, address, and telephone number of a facility able to provide emergency medical care whenever employees will be handling pesticides. **This information cannot be kept in a binder.** It must be posted and visible.
- When there are “reasonable grounds” to suspect that an employee has a pesticide-related illness or when exposure to a pesticide has occurred, the employer must ensure that the employee is *taken* to a physician immediately. “Reasonable grounds” include the employee being visibly contaminated, such as splashed or drenched, or showing pesticide-related symptoms.
Decontamination/Coveralls/PPE

Handler Decontamination Facilities – 3CCR 6734

- When employees mix/load pesticide products with the signal word “Danger” or “Warning,” the employer must assure the following:
  - Employees must be given a clean pair of coveralls for every day that they use these products
  - An extra pair of coveralls, sufficient water, soap, and single-use towels for routine washing of hands and face and for emergency eye-flushing and washing of the entire body must be available within 100 feet of the mix/load site

  **NOTE:** Hand sanitizer does not replace the requirement for water.

Personal Protective Equipment Care – 3CCR 6738

- The employer must:
  - Provide all PPE required by pesticide product labeling, regulation, and restricted material permit conditions
  - Ensure that PPE is inspected daily and cleaned
  - Repair or replace any worn, damaged, or heavily-contaminated PPE
  - Assure that all clean PPE, when not in use, be kept separate from personal clothing and in a clean, pesticide-free, and specifically designated place
  - Keep and wash potentially contaminated PPE separately from other clothing or laundry
  - Assure that all clean PPE is dried thoroughly before being stored or put wet PPE in a well-ventilated area to dry
  - Assure that any person or firm hired to clean or repair potentially contaminated PPE is protected and informed of the potential contamination

Personal Protective Equipment Use – 3CCR 6738.1

- PPE may be required by pesticide product labeling, regulation, or restricted material permit conditions. Aside from some exemptions found in 3CCR Section 6738.4, the employer must assure that:
  - Employees wear protective eyewear and chemical-resistant gloves when mixing, loading, or applying pesticides by hand or ground rig or when exposed to application, mixing, or loading equipment that contains or is contaminated with pesticide
Personal Protective Equipment Use (continued) – 3CCR 6738.1

- Employees wear chemical resistant footwear when required. Unless specified on the pesticide product labeling, chemical-resistant shoes, boots, or coverings worn over shoes or boots meet this requirement.
- Employees wear chemical resistant hood or wide brim chemical resistant hat when chemical resistant headgear is required.
- Employees wear coveralls whenever they handle pesticides with signal word “Danger” or “Warning,” except when using fumigants unless the pesticide product labeling expressly requires the use of coveralls.
- Employees wear a chemical resistant apron when required. The apron must cover the front of the body from mid chest to the knees.
- Employees wear a chemical resistant suit that covers the torso, head, arms, and legs when a full body chemical resistant suit is required.

NOTE: If the ambient temperature exceeds 80 degrees Fahrenheit during the daylight hours or 85 degrees Fahrenheit during the nighttime hours (sunset to sunrise), employees required to wear a chemical resistant suit MUST NOT handle pesticides unless the pesticide is handled according to exemptions found in Section 6738.4 or employees use cooled chemical resistant suits or engineering controls to reduce the temperature to an effective working environment.

Selection of Protective Eyewear – 3CCR 6738.2

- The employer must assure that employees wear appropriate protective eyewear, which provides brow, temple, and side protection to the eyes and fits so that it conforms to the curvature of the face when required to be worn
- Eye protection must also be identified with evidence of compliance with the American National Standard for Occupational and Education Personal Eye and Face Protection Devices (ANSI Z87.1 – 2010). The ANSI Z87.1 designation is often found on the lens or armature of the eye protection
- If the pesticide labeling identifies a specific type of protective eyewear, that specified eyewear or more must be worn
- In general, appropriate protective eyewear includes:
  - Safety glasses
  - Goggles
  - Face shield
  - Respirator with full face mask (NIOSH approved)

NOTE: Common eyeglasses, including sunglasses, do NOT meet this requirement!
The employer shall assure that employees wear appropriate chemical-resistant gloves when required to be worn.

Acceptable glove materials include barrier laminate, butyl rubber, nitrile rubber, neoprene, natural rubber, polyethylene, polyvinyl chloride (PVC), or Viton.

If the use of chemical-resistant gloves is required by pesticide labeling without specifying a specific material or “category,” any of the materials above may be used.

The glove categories are as follows:

- **Category A** = barrier laminate, butyl rubber, nitrile rubber, neoprene, natural rubber, polyethylene, polyvinyl chloride (PVC), or Viton
- **Category B** = barrier laminate or butyl rubber
- **Category C** = barrier laminate, butyl rubber, nitrile rubber, neoprene, PVC or Viton
- **Category D** = barrier laminate or butyl rubber
- **Category E** = barrier laminate, nitrile rubber, neoprene, or Viton
- **Category F** = barrier laminate, butyl rubber, nitrile rubber, or Viton
- **Category G or H** = barrier laminate or Viton

**NOTE:** All barrier materials MUST BE 14 mils or thicker.

**Exemptions** to the 14 mil glove thickness are as follows:

- If the glove material is barrier laminate or polyethylene materials
- When chemical-resistant gloves are used to make fine adjustments to equipment or other activities that require high dexterity and motor control skill, the gloves must be made of appropriate material, but used only for a maximum of 15 minutes and promptly discarded and not re-used after the task.

- Separable glove liners made of cotton or other absorbent materials may be worn under chemical-resistant gloves, unless prohibited by the product label. The glove liners may not extend beyond the end of the gloves, and must be disposed of at the end of the workday. If any portion of the liner comes in contact with the pesticide during the workday, it must be discarded immediately.

- Flocked gloves or those with other types of non-separable liners are prohibited.
Personal Protective Equipment Exemptions

According to 3CCR Section 6738.4, the following exceptions and substitutions to PPE required by the pesticide product label or regulation are permitted:

- **Chemical-resistant gloves and protective eyewear are not required when:**
  - Applying in an enclosed cab
  - Using vehicle-mounted or towed equipment with spray nozzles that are located below the employee and directed downward
  - Applying vertebrate pest control bait using long-handled implements that avoid actual hand contact with the bait or potentially contaminated areas of equipment
  - Working in situations where the handler has no liquid contact with a fumigant, the handler may wear gloves, unless the product label prohibits it
  - Operating an aircraft

- **Protective eyewear is not required when:**
  - Applying non-insecticidal lures or baiting insect-monitoring traps
  - Applying solid fumigants (i.e. aluminum phosphide, magnesium phosphide, smoke cartridges) to vertebrate burrows
  - Applying vertebrate pest control baits without being propelled from application equipment

- Protective eyewear, coveralls, chemical-resistant gloves, and a chemical-resistant apron may be worn instead of PPE required by pesticide product labeling when using a closed system to handle pesticide products with signal word “DANGER” or “WARNING.”

- Protective eyewear and work clothing may be worn instead of PPE required by pesticide product labeling when using a closed system to handle pesticide products with signal word “CAUTION.”

- Work clothing may be worn instead of PPE when occupying an enclosed cab. Respirator use is not exempted unless the cab is an enclosed cab acceptable for respiratory protection according to the definition found in CCR Section 6000. If PPE is contaminated by use in a treated area, it must be removed and stored in a chemical-resistant container, such as a plastic bag, before re-entering the cab.

- Respiratory protection and protective footwear are not required to be worn when occupying an enclosed aircraft cockpit.

- A helmet and visor may be worn instead of a wide brim hat and protective eyewear when operating aircraft.
Pesticide-Handling Equipment

Safe Equipment – 3CCR 6742

- The employer shall:
  - Assure that equipment used for mixing, loading, transferring, or applying pesticides is inspected before each day of use.
  - Equipment with any safety defect is repaired or altered to remove the hazard before further use.

- Any mix or spray tank with a capacity of more than 49 gallons used for Category 1 or 2 pesticides must either have a means to indicate externally the internal liquid level in the tank such as a sight gauge OR the tank or the filler hose nozzle shall have a device that will automatically stop filling before the pesticide liquid mixture spills over the top.

Equipment Maintenance – 3CCR 6744

- Persons who own or operate pesticide mixing, loading, or application equipment must inform each employee under their control who may be involved in the cleaning, servicing, or repairing of that equipment the hazards of the pesticides that person may encounter and the methods of protection against personal injury.

- If such cleaning, servicing, or repairing is to be performed by persons not under the control of the owner or operator of the equipment, he or she must notify the person in charge of performing these services.

- Employees who clean, service, or repair mixing and application equipment shall be provided with any necessary protective equipment or clothing by their employer and shall be instructed and supervised in the maintenance operation in a manner that will reduce work hazards.
Respiratory Protection Program

Respiratory protection regulations were revised in 2008 by the California Department of Pesticide Regulation (DPR), which were patterned after Cal-OSHAS’s Title 8 regulations. This handout outlines the major changes in the regulations and the requirements that the regulated industry must meet to be in compliance.

You may refer to our website at http://www.agcomm.saccounty.net for useful links related to the respirator use regulations. The complete text of the respirator use regulation (3CCR Section 6739), as well as a generic guidance document (HS-1513) for developing a respirator program, are both available as links for you to review. A fillable PDF version is now available. You may also refer to DPR’s website for current updates at http://www.cdpr.ca.gov.

In any workplace where respirators are required by label, restricted materials permit condition, regulation, or employer, the employer must establish a written Respiratory Protection Program with specific work site procedures. The Respirator Program Administrator designated by the employer (see Definitions) must administer the Respirator Protection Program in compliance with this section. The employer must provide respirators, training, and medical evaluations at no cost to the employee.

The employer must include the following procedures/provisions in the written Respiratory Protection Program:

(a) Procedures for selecting respirators for use in the workplace
(b) Medical evaluations of employees required to use respirators
(c) Fit testing procedures
(d) Procedures for proper and routine use of respirators
(e) Procedures and schedules for cleaning, disinfecting, storing, inspecting, repairing, discarding, and maintenance
(f) Procedures to ensure adequate air quality, quantity, and flow of breathing air for atmosphere-supplying respirators
(g) Training of employees in the respiratory hazards to which they are potentially exposed during routine and emergency situations
(h) Training in the proper use of respirators, including putting on and removing them, limitations of use, and maintenance
(i) Procedures for evaluating the effectiveness of the program
Respiratory Regulations Summary

The following are some of the most important requirements in the Respiratory Regulation to consider:

(1) **Medical Evaluations**: The employer must ensure that a medical evaluation is conducted to determine the employee’s ability to use a respirator *before* the employee is fit tested or required to use the respirator in the workplace.

(2) The employer must identify a physician or PLHCP (see Definitions) to perform medical evaluations using the medical questionnaire in 3CCR Section 6739, subsection (q) or an equivalent form. See copy of form in the Forms section of this packet. The medical questionnaire and examinations shall be administered confidentially during the employee’s normal working hours or at a time and place that is convenient to the employee and in a manner that ensures that the employee understands its content. The physician shall perform the medical evaluation using the medical questionnaire or by an initial medical examination. The employer must ensure additional evaluations are conducted if the employee reports medical symptoms that are related to the ability to use a respirator, or a physician/supervisor informs the employer that an employee needs to be reevaluated or information received from the Respiratory Program Administrator indicated that observations made during fit testing and program evaluation shows a need for employee reevaluation.

**NOTE**: Medical evaluations can also be conducted through an online provider. Information on respirator evaluation services can easily be found on the internet.

(3) Provide the PLHCP with a copy of your Written Respiratory Protection Program and a copy of Title 3 CCR Section 6739.

(4) **Medical Recommendations**: obtain a written medical recommendation from the PLHCP regarding the employee’s ability to use the respirator which can be provided on the form in 3CCR 6739, subsection (s) or in substantially similar wording. See an example of this form in the Forms section of this packet. This document must be signed by the PLHCP.
Respiratory Regulations Summary (continued)

(5) **Program Evaluations**: the employer must conduct evaluations of the workplace as necessary to ensure that the Written Respiratory Program is being followed. The employer must also annually consult employees required to use respirators to assess the employees’ views on program effectiveness and to identify any problems. Problems identified during the assessment must be corrected. See an example of this form in the Forms section of this packet or visit www.agcomm.saccounty.net.

A written record of these evaluations and consultations must be documented and contain at least:

(a) Name of workers consulted  
(b) Date of evaluation/consultations  
(c) Description of any finding from the evaluation/consultation

(6) **Recordkeeping**: retain written information regarding the following for 3 years:

- Medical recommendations (not required annually if no changes occur)
- Respirator fit testing (annual)
- The respirator program (update as needed)
- Respirator use evaluations (annual)

Records must be maintained while the employee is required to use respiratory protection and for 3 years after the end of employment conditions requiring respiratory protection. These records must be available for inspection by the employee, the Commissioner, or the Director (DPR) and will be viewed during headquarters inspections.

(7) **Fit testing**: the employer must assure that employees using tight fitting face pieces pass an appropriate fit test (qualitative or quantitative) prior to initial use of a respirator and at least annually thereafter. See an example of this form in the Forms section of this packet or visit www.agcomm.saccounty.net.

Fit testing may be conducted by a Respirator Program Administrator (see Definitions).
Training and Information: training must be conducted prior to an employee using a respirator. Retraining must be done annually and when the following situations occur:

(a) Changes in the workplace or respirator render previous training obsolete
(b) Inadequacies in the employees' knowledge or use of a respirator indicate retraining is necessary
(c) Any other situation arises in which retraining appears necessary

Among other things, the employer must ensure that the employee can demonstrate the following knowledge:

- Why the respirator is necessary
- What the limitation and capabilities of the respirator are
- How to inspect and maintain the respirator
- How to recognize medical signs and symptoms that may limit or prevent effective use of the respirator

Other requirements in Section 6739 not specifically discussed in this summary include the following topics:

- Selection of respirators
- Face piece seal protection
- Procedures for Immediately Dangerous to Life or Health (IDLH) atmospheres
- Cleaning and disinfecting
- Storage of emergency respirators
- Inspection and repair
- Breathing air quality and use
- Identification of filters
- Cartridges and canisters
- End of service life

It is the employer’s responsibility to understand the respirator regulations and to implement the applicable portions of a respirator program. DPR’s guidance document HS-1513 that was mentioned on page 12 was developed to be used as a template to develop a Written Respirator Program. A fillable, electronic version of this form may be found on the DPR website (https://www.cdpr.ca.gov/docs/whs/pdf/hs1513.pdf) or at www.agcomm.saccounty.net.

Employers may want to check with their insurance carriers or with respirator manufacturer representatives for help in developing a respirator protection program. As always, the Agricultural Commissioner’s office will provide direction and advice to help individuals and businesses comply with the regulations.
Voluntary Respirator Provision

An employer may provide respirators at the request of employees or permit employees to use their own respirators for use on a voluntary basis, if the employer determines that such a respirator use will not in itself create a hazard. If voluntary respirator use is allowed, the employer must provide and display 3CCR Section 6739, subsection (r) alongside the PSIS N-8 at a central location in the workplace. See a copy of this form in the Forms section of this packet or at [www.agcomm.saccounty.net](http://www.agcomm.saccounty.net).

<table>
<thead>
<tr>
<th>Voluntary Use Scenario 1</th>
<th>Employer or Employee-Supplied Filtering Face Piece</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• If the employer allows the voluntary use of a filtering face piece respirator (dust mask type respirator), whether employer or employee-supplied, the employer does not need to provide a medical evaluation, fit testing, or training.</td>
</tr>
<tr>
<td></td>
<td>• Only posting of subsection (r) is required</td>
</tr>
<tr>
<td></td>
<td>• No respirator program, training, fit testing, or medical evaluation is required</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Voluntary Use Scenario 2</th>
<th>Employer-Supplied Cartridge Type Respirator</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• If the employer allows the voluntary use of a cartridge type respirator (elastomeric, canister, etc.) and the respirator is employer-supplied, medical evaluation is required</td>
</tr>
<tr>
<td></td>
<td>• A Respirator Program Administrator is required to supervise/oversee the respirator program</td>
</tr>
<tr>
<td></td>
<td>• Respirator program must include (at minimum) guidance for cleaning, storage, and maintenance of the respirator</td>
</tr>
<tr>
<td></td>
<td>• No fit testing or training is required</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Voluntary Use Scenario 3</th>
<th>Employee-Supplied Cartridge Type Respirator</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• If the employer allows the voluntary use of a cartridge type respirator (elastomeric, canister, etc.) and the respirator is employee-supplied, only posting of subsection (r) is required</td>
</tr>
<tr>
<td></td>
<td>• No respirator program, training, fit testing, or medical evaluation is required</td>
</tr>
</tbody>
</table>

Note: For further clarification, see the Respirator-Use Requirements Flow Chart on page 17.
Respirator-Use Requirements Flow Chart
(3CCR Section 6739)

Are respirators required by the employer, label, or regulation?

YES

The employer must establish and implement a **Written Respirator Program** with work site-specific procedures that cover:

- Respirator selection
- Medical evaluations
- Fit testing
- Use of respirators
- Maintenance and care of respirators
- Breathing air quality and use
- Training and information (annual)
- Program evaluation (annual)

(See HS-1513 at www.agcomm.saccounty.net)

NO

Does the employer permit voluntary use of respirators? (either employee or employer provided)

YES

NO

STOP

Does the only use of respirators involve the voluntary use of filtering facepieces (dust mask type respirators)?

YES

NO

Respirator supplied by employer

- The employer determines that the respirator itself does not create a hazard
- Provide and post CCR Section 6739 (r) alongside PSIS N-8 or A-8
- No medical evaluation by a PLHCP is required
- No written respirator program is required
- No annual training is required

Respirator supplied by employee

- The employer determines that the respirator itself does not create a hazard
- Provide and post CCR Section 6739 (r) alongside PSIS N-8 or A-8

(i.e. Cartridge-type respirators – elastomeric, canister, etc.)

- Designate a Respirator Program Administrator
- Provide medical evaluation by a PLHCP
- Issue written guidance for cleaning, storage, and maintenance
- No fit testing required
Definitions of Regulatory Terms

The following definitions are provided to facilitate a better understanding of the regulations in this summary. Please refer to the regulations in 3CCR Section 6000 for a complete list of definitions.

Aquatic Habitat – bodies of water, such as lakes, reservoirs, rivers, perennial, and intermittent streams, wetlands, ponds, sloughs, and estuaries.

Chemical-resistant – a material that allows no measurable movement of the pesticides through it during use.

NOTE: No person under 18 years of age shall be permitted to mix or load a pesticide that requires the use of SCBA, closed system, or full body chemical-resistant protective clothing (3CCR Section 6612).

Coverall – a one or two piece garment of closely woven fabric or equivalent that covers the entire body (except the heads, hands, and feet) and must be provided by the employer as personal protective equipment. Coveralls differ from and should not be confused with work clothing that can be required to be provided by the employee. Coveralls may be an employer-provided work uniform.

Crack & Crevice Treatment – means the application of small amounts of insecticide directly into cracks and crevices in which insects hide or through which they may enter the building. Examples are openings occurring at expansion joints, between elements of construction, and between equipment and floors. Only minimal amounts of pesticide should remain on the surface.

Employee – any person who, for any kind of compensation, performs work, services, or activities covered by this division.

Employer – any person who exercises primary direction and control over the work, services, or activities of an employee. A foreman, crew leader, supervisor, or similarly situated person represents the employer when hiring an employee or when exercising, or have responsibility for exercising, the primary direction and control, but is not considered the employer himself or herself.

Filtering face piece – a negative pressure particulate respirator with a filter as an integral part of the face piece or with the entire face piece composed of the filtering medium (eg. N95 or R95). Filtering face pieces resemble dust masks but are considered respirators. They typically have 2 straps and will have a filtering mechanism in front.

Note: Dust masks with only 1 strap are not considered respirators.
Definitions of Regulatory Terms (continued)

**Handle** – includes any of the following:

- Mixing
- Loading
- Transferring
- Applying (including chemigation)
- Assisting with the application
- Flagging
- Servicing
- Repairing
- Cleaning equipment
- Adjusting
- Handling equipment used in these activities that may contain residues
- Working with opened (including emptied but not rinsed) containers of pesticides
- Repairing or removing treatment site coverings
- Incorporating (mechanical or watered-in) pesticides into the soil
- Entering a treated area during any application or before the inhalation exposure level listed on pesticide product labeling has been reached or greenhouse ventilation criteria have been met
- Performing the duties of a crop advisor, including field checking or scouting and making observations of the wellbeing of the plants
- Taking samples during an application or any restricted entry interval listed on pesticide product labeling

Handling does *not* include local, state, or federal officials performing inspections, sampling, or performing other similar official duties.

**Personal Protective Equipment (PPE)** – apparel and devices worn to minimize human contact with pesticides or pesticide residues, that *must* be provided by an employer and are separate from, or in addition to, work clothing. PPE may include chemical-resistant suits, chemical-resistant gloves, chemical-resistant footwear, respiratory protection devices, chemical-resistant aprons, chemical-resistant headgear, protective eyewear, or a coverall (one or two piece garment).

**Pesticide** – means:

(a) any substance or mixture of substances that is a pesticide as defined in the Food & Agricultural Code and includes mixtures and dilutions of pesticides;

(b) as the term is used in Section 12995 of the Food & Agricultural Code, includes any substance or product that the user intends to be used for the pesticidal poison purposes specified in Sections 12753 and 12758 of the Food & Ag Code.

**Pesticide Safety Information Series (PSIS)** – a series of leaflets that summarize health and safety aspects of various pesticides and groups of pesticides

- N-series = Non-production agriculture (eg. Cemeteries, parks, golf courses, right of ways)
- A-series = Production agriculture (eg. Nurseries, crops, dairies, aquaculture)
Definitions of Regulatory Terms (continued)

**Pesticides in toxicity category 1** – pesticide products which are required to prominently display the signal word “DANGER” on the label.

**Pesticides in toxicity category 2** – pesticide products which are required to prominently display the signal word “WARNING” on the label.

**Pesticides in toxicity category 3** – pesticide products which are required to prominently display the signal word “CAUTION” on the label.

**Physician or other licensed health care professional (PLHCP)** – an individual whose legally permitted scope of practice allows him or her to independently provide, or be delegated the responsibility to provide some or all of the health care services required by these regulations.

**Qualitative fit test (QLFT)** – a pass/fail test to assess the adequacy of respirator fit that relies on the individual’s response to the test agent.
- For testing against organic vapor cartridges (eg. Iso-amyl acetate test or “banana oil”)
- For testing against particulate filters (eg. Bitrex test, irritant smoke test)

**Quantitative fit test (QNFT)** – an assessment of the adequacy of respirator fit by numerically measuring the amount of leakage into the respirator (eg. Generated Aerosol – corn oil, salt)
Respirator Program Administrator (RPA) – a person who is qualified by appropriate training or experience that is commensurate with the complexity of the respiratory protection program and demonstrates knowledge necessary to administer a respiratory protection program. Such training or experience includes, but is not limited to, reading and understanding the American National Standard for Respiratory Protection Publication (ANSI Z88.2, available for purchase at https://webstore.ansi.org/standards/asse/ansiassez882015 ), or the U.S. Department of Labor’s “Small Entity Compliance Guide for the Revised Respiratory Protection Standard;” or completing specific course work on developing a respiratory protection program from a collage or a respirator manufacturer’s authorized representative; or is an American Board of Industrial Hygiene Certified Industrial Hygienist.

Spot Treatment – an application to limited areas that will not exceed 2 square feet on which pests are likely to occur or have been located during the process of monitoring or inspecting

Work Clothing – garments such as long sleeved shirts, short sleeved shirts, long pants, short pants, shoes, and socks. Work clothing is not considered PPE although pesticide product labeling or regulations may require specific work clothing during some activities. Work clothing differs from and should not be confused with a coverall. While coveralls must be provided by the employer, work clothing can be required to be provided by the employee. Short sleeved shirts and short pants are acceptable work clothing only under conditions expressly permitted by pesticide product labeling.

Heat Illness Prevention Definitions – Title 8 CCR Section 3395

Acclimatization – temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within 4-14 days of regular work for at least 2 hours per day in the heat.

Environmental Risk Factors for Heat Illness – working conditions that create the possibility that heat illness could occur, including air temperature relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective clothing, and PPE worn by employees.

Heat Illness – a serious medical condition resulting from the body’s inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope, and heat stroke.

Shade – blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area defeats the purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use.
Attached Forms:

1. Written Pesticide Safety Training Program
2. Handler Safety Training Record
3. Pesticide Application Record
4. Medical Recommendation Form for Respirator Use
5. Respirator Fit Test Record
6. Respiratory Protection Program Annual Evaluation and Consultation
7. Subsection (r) posting
The following materials and information are provided and used to train employees in pesticide safety:

1. The pesticide labels for all materials handled
2. The SDS for all pesticides handled
3. The Pesticide Safety Information Series (PSIS)
   - □ A-series
   - □ N-series

GROWER / COMPANY: _____________________________________________________________
ADDRESS: ______________________________________________________ PHONE: ______________________
TRAINER OR PERSON RESPONSIBLE FOR TRAINING PROGRAM: _______________________________________

The Pesticide Safety Training Program covers the following subjects:

1. The format and meaning of information about human health hazards, contained in pesticide product labeling
   - Review precautionary statements for ALL pesticides handled
   - Review any other health statements on labels of ALL pesticides handled
2. The hazards of pesticides
   - Cover acute and chronic effects, delayed effects, and sensitization
   - Use information found on pesticide labels, SDS, and PSIS
   - Additional information used: __________________________________________________________
3. The routes by which all pesticides can enter the body
   - Cover all routes of exposure including:
     - dermal
     - ingestion
     - inhalation
     - residual exposure
4. Signs and symptoms of overexposure
   - Cover information found on pesticide label, SDS, and PSIS N-4
   - Additional information used: __________________________________________________________
5. Emergency first aid for pesticide overexposure:
   - Cover information found on pesticide label, SDS, and PSIS N-4
   - Additional information used: __________________________________________________________
6. How to obtain emergency medical care:
   - Cover the locations of the nearest medical facility
   - Be sure employees know where at each work site (or in the vehicles) the emergency medical posting (facility name, address, and phone #) is located and can point it out if questioned by an inspector
7. Routine and emergency decontamination procedures
   - Cover decontamination after normal pesticide exposure including:
     - Need for employee to shower with soap and warm water at the end of the day
     - How to handle pesticide-contaminated clothing (PSIS N-4 and N-7)
   - Cover handling of spills and other pesticide-related emergencies
Location of absorbent material and safety equipment to be used in case of a spill or emergency

Agencies to notify in case of emergency: (may include fire dept., haz. Mat., ag commisioner)

Whom in the company to notify in case of an emergency:

Name: ________________________________________  Phone: ________________________

Name: ________________________________________  Phone: ________________________

8. Personal Protective Equipment
   - Cover each type required (eye protection, gloves, boots, respirator, coveralls, etc.)
     - How to know which one to wear in which situation
     - How and when (daily) to clean equipment
     - The limitations of each type of equipment

9. Heat-related illness
   - Prevention
   - Recognition
   - First aid

10. Safety requirements and procedures for:
    - Handling pesticides (using engineering controls such as closed systems or enclosed cabs)
    - Transporting pesticides (secured and not in the cab)
    - Disposing of pesticides (proper triple rinsing and recycling)

11. Environmental concerns:
    - Drift (prevention techniques)
    - Runoff
    - Wildlife hazards (check labels carefully)

12. Employees are not allowed to take pesticides or pesticide containers home.

13. Laws and regulations related to pesticide safety
    - Use PSIS, SDS, pesticide labels, permit conditions, and other regulatory information

14. Hazard communication information
    - Cover location of PSIS N-8, training records, application records, SDS

15. Employee rights including:
    - The right to receive info about the pesticides they may be exposed to (pesticide application records)
    - The right for their physician or employee representative to receive that same information
    - The protection from retaliatory action for exercising any of their rights

___________________________________________ trains every employee that may handle pesticides before they are allowed to handle pesticides and annually thereafter. This training is documented and those records are maintained for 2 years at the following location: ____________________________.

Employees are trained in the language and/or method that they understand. The following persons will give training in other than English if required:

Name: ________________________________________  Language: ________________________

Name: ________________________________________  Language: ________________________
Pesticide Training

Handler Safety Training Record

Pursuant to 3 CCR Section 6724

Training is in accordance with Employer’s Written Handler Training Program.

Print EMPLOYER’s name: ___________________________ Initial/Annual Training Date: ________________________

Print EMPLOYEE’s name*: ___________________________ Print TRAINER’s name: _____________________________

EMPLOYEE’s signature: _______________________________ Trainer Qualification*: _____________________________

ASSIGNED JOB DUTIES

☐ Mixer/Loader ☐ Service/Repair
☐ Applicator ☐ Flagger ☐ Other: ______________________

Title(s) and source(s) of the training materials used*:
__________________________________________________________________________________________________________
__________________________________________________________________________________________________________

* Required for employee pesticide training for the production of agricultural commodities.

<table>
<thead>
<tr>
<th>Pesticide (Attach additional pages if necessary)</th>
<th>READ THE LABEL:</th>
<th>SAFETY REQUIREMENTS and procedures, including engineering controls (such as closed mixing systems and enclosed cabs)</th>
<th>HAZARDS OF THE PESTICIDE including acute, chronic, and delayed effects, and sensitization effects from labeling, SDS, or other sources</th>
<th>SIGNS AND SYMPTOMS of overexposure</th>
<th>Trainer Initials</th>
<th>Employee Initials</th>
<th>Date Employee Trained on Pesticide</th>
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The employer must keep this record for two years at a central location at the workplace accessible to employees.

(Rev. 6/2018)
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<th>Pesticide (Attach additional pages if necessary)</th>
<th>READ THE LABEL:</th>
<th>SAFETY REQUIREMENTS and procedures, including engineering controls (such as closed mixing systems and enclosed cabs)</th>
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<td>DATE (Day/Month/Year)</td>
<td>Property Owner/Operator</td>
<td>Location / Address</td>
<td>Pesticide &amp; EPA #</td>
<td>AMOUNT USED (LB, GR, OZ, PT, QT, ML, L, or GA)</td>
<td>Site / Commodity (ex. Turf, median, planting, bed)</td>
<td>Total Units Treated (ex. Spot, sq. ft., acres)</td>
<td>Comments (Applicator, Weather Conditions, Etc.)</td>
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Medical Recommendation Form
for Respirator Use

On __________________________, I evaluated ________________________________.

Date                          Patient’s name

At this time (are)/(are not) medical contradictions to the employee named above wearing
a respirator while working in potential pesticide exposure environments. The patient
(does)/(does not) require further medical evaluation at this time. Any restrictions to
wearing a respirator or to the type of respiratory protection are given below.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

I have provided the above-named patient with a copy of this form.

________________________________________________________________________

Physician                          Date
Respirator Fit Test Record for

___________________________________________
(Company/Organization Name)

ID Number: __________________ Date of Test: ______________________

Employee Last Name: ________________________________________________

Employee First Name: _______________________________________________

Age: ________________ Sex: ________________

Trainer: ____________________________________________________________

Respirator Name: ________________________________ Size/Type: __________

Tests Used:

Pass/Fail: ________________________________

This form provides a basic example of the information that may be recorded on a fit test record. Other data-recording methods that record the same basic information are acceptable.
Respiratory Protection Program
Annual Evaluation and Consultation

Employee Name: ________________________________ Date: ______________

Respirator Type: ________________________________

EVALUATION QUESTIONS:

1. In your opinion, is the current Respiratory Protection Program effective? Yes/No
   If not, describe how it can be improved ___________________________________________

2. Is the respirator you currently use appropriate for the pesticides you use during the scope of your work? Yes/No

3. Is the respirator you currently use appropriate for the workplace conditions you encounter? Yes/No

4. Are you able to use the respirator in a manner which does not interfere with effective workplace performance? Yes/No

5. Does your respirator fit consistently and properly on your face? Yes/No

6. Does the strap fit snugly and comfortably during use? Yes/No

7. Do you detect any odors while using the respirator? Yes/No

8. While using the respirator, do you have difficulty breathing? Yes/No

9. How are you currently maintaining your respirator? (Cleaning, cartridge, change, inspection, storage)
   ____________________________________________________________________________
   ____________________________________________________________________________
   ____________________________________________________________________________

10. Have you had any changes in your medical condition that affects your respirator usage? Yes/No
    If “Yes,” please speak with your Respirator Program Administrator.
    ____________________________________________________________________________
    ____________________________________________________________________________
    ____________________________________________________________________________

Employee Signature ________________________________ Employer Signature ________________________________

Description of findings, and modifications to the program: __________________________________________
____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________
Date modifications were implemented: _____________________________

Completion of this form annually by employees who are issued or assigned respirators meets the requirements of California Code of Regulations Section 6739(n).
Information for Employees Using Respirators

CCR §6739 subsection (r)
When Not Required By Label or Restricted Material Permit Conditions or Regulations

Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use, even when exposures are below the exposure limit, may provide an additional level of comfort and perceived protection for workers. However, if a respirator is used improperly or not kept clean, the respirator itself can become a hazard to the worker. Sometimes, workers may wear respirators to avoid exposures to hazards, even if the amount of hazardous substance does not exceed the limits set by OSHA standards or Department of Pesticide Regulation guidelines. If your employer provides respirators for your voluntary use, or if you provide your own respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard. You should do the following:

1. Read and follow all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding respirator limitations.

2. Choose respirators certified for use to protect against the contaminant of concern. NIOSH, the National Institute for Occupational Safety and Health of the U.S. Department of Health and Human Services, certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will tell you what the respirator is designed for and how much it will protect you.

3. Do not wear your respirator into atmospheres containing contaminants for which your respirator is not designed to protect against. For example, a respirator designed to filter dust particles will not protect you against gases, vapors, or very small solid particles of fumes or smoke.

4. Keep track of your respirator so that you do not mistakenly use someone else’s respirator.

5. Air filtering respirators DO NOT supply oxygen. Do not use in situations where the oxygen levels are questionable or unknown.