

Safety orientation for seasonal workers in agriculture

OAR 437
Division 4/C

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workers in agriculture

This fact sheet explains the requirements of [437-004-0240, Safety Orientation for Seasonal Workers](#), which applies to agricultural employers who hire seasonal workers.

Seasonal workers are “employed in a job tied to a certain time of year by an event or pattern and for not more than 10 months in a calendar year” – for example, harvesting strawberries in June.

What do I need to do?

Provide safety awareness information to your seasonal workers

Give your seasonal workers the following information at their orientation meeting before they begin work for the first time and when work conditions or locations change, affecting their safety or health.

Safety awareness information includes:

- Your safety and health rules for their work.
- How workers should contact supervisors or managers to report an accident or illness.
- What workers should do if someone is injured or sick and needs help.
- Where safety and health information is posted at your site.

If you have workers who don’t speak or read English, you must provide this information in a way that they can understand – for example in the language they speak, with pictures, or with other visual aids.

Give a copy of the “Safe Practices” booklet to every worker

Give a copy of [Safe Practices When Working Around Hazardous Agricultural Chemicals \(440-1951\)](#) to every worker at his or her initial training. It’s available in English/Spanish and several other languages. Contact the Oregon OSHA Resource Center for copies.



Provide initial Worker Protection Standard (WPS) training to seasonal workers if you use pesticide products that have an “Agricultural Use Requirements” box on the label

Give seasonal workers initial WPS training if such products are used during the 30 days before their first day of employment or at any time during their employment. The “Safe Practices” booklet has the information you need to provide the training.

Additional WPS training is required on the worker’s sixth day of employment and for pesticide handler work. See [Pesticide Safety Training for Workers \[170.130\(a\)\(3\)\]](#) for these requirements.

Website:

www.orsosha.org

Salem Central Office
350 Winter St. NE, Rm. 430
Salem, OR 97301-3882

Phone: 503-378-3272
Toll-free: 800-922-2689
Fax: 503-947-7461



Provide all of the following to seasonal workers who do only *hand-labor operations*:

- The *Safe Practices When Working Around Hazardous Agricultural Chemicals* booklet.
- The safety awareness information required in 437-004-0240.
- Access to material safety data sheets (MSDSs) for any hazardous chemicals to which they may be exposed. This includes residual chemicals encountered by workers doing field hand-labor.

Hand-labor operations are agricultural activities performed by hand or with hand tools, including:

- Hand cultivation, hand weeding, hand planting, and hand harvesting of vegetables, nuts, fruits, seedlings, mushrooms, or other crops.
- Hand packing or sorting, whether done on the ground, on a moving machine, or in a temporary packing shed in the field.

These are minimum requirements. For more information see the Oregon OSHA fact sheet, *Field Sanitation for Agricultural Hand Labor* (FS-15).

Resources

- *Field Sanitation for Agricultural Hand Labor* [FS-15]
- *Pesticide Safety Training for Workers* [Division 4/W, 170.130]
- *Safe Practices When Working Around Hazardous Agricultural Chemicals* [440-1951]
- *Safety Orientation for Seasonal Workers* [Division 4/C, 437-004-0240]