

Mark Your Calendar

and plan to attend the

11TH ANNUAL

AgSafe Conference

February 2&3, 2005
Seaside, Monterey Bay
California



P.O. Box 614
Clovis California
93613-0614



NEWSLETTER
HEALTH AND SAFETY IN AGRICULTURE

Winter 2005

DESTINATION
MONTEREY

ELEVENTH ANNUAL AGSAFE CONFERENCE

Mark your calendar, pack your bags and plan to attend the 11th Annual AgSafe Conference which is scheduled for Feb. 2 and 3 at the Embassy Suites Hotel and Conference Center on Monterey Bay in Seaside, California. Presented by Ag Safe and Fresno State's Center for Agricultural Business (CAB), the conference has become a central annual event allowing California growers, packers, processors and others in related businesses to collectively address the most important safety issues facing the state's agricultural industry.

The planning committee has done an outstanding job in putting together an excellent program for the upcoming conference and you won't want to miss this year's event. More than 40 workshops, seminars and training sessions will be offered as part of the 2005 conference, reported AgSafe

Director Kimberly Naffziger. Whether you are a "Safety Veteran" or you are new to safety, there is something for everyone.

New sessions this year include "Food Safety and Security," "Row Crop Safety," "Confined Space Hazards in Dairies," and "X-mod - Understanding the Bottom Line." Back by popular demand are sessions one through four of the California Agricultural Safety Certificate Program offered by CAB. Other key issues to be addressed include workers' compensation issues, job safety analysis, and injury and illness prevention programs.

Positive feedback from last year's "Early Bird" experiment prompted organizers to again offer an additional day of

Continued on next page

- RAMCO Enterprises LP
- Garrotte Farms Inc
- Rancho Harvest
- Golden State Bull Growers
- Ratto Bros Inc
- Greenleaf Farms Inc
- Ritter Affiliated
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- Harris Ranch Beef Company
- Robert Occupational Medicine Clinic
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- Valley Pride Inc/Ocean Mist
- VCA
- Velazquez Packing
- Walsh Vineyards Management
- Walter L Clark & Associates Inc
- Well Pict
- Western Farm Service Inc
- Western Growers Insurance Services
- Windward Farming Company
- Winton Ireland Strom Green Gajarian Ins
- Winton Ireland Strom Green Gajarian Ins
- Prime Time International
- Premium Packing
- Pismo Oceano Veg Exchange (POVE)
- Pinnacle HealthCare
- Pikalok Farming
- Pan American Underwriters Inc
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- Orange County Produce
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- JLG Harvesting Inc
- J G Boswell Company
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- InWest Insurance
- InWest Insurance
- Allied Domecq Wines USA
- Aico Services Inc
- Al Pak Labor
- AgData Services Inc
- Agpro - Bacome Insurance Agency
- A & A Farming
- Gargilio Inc
- G O Farming
- Frosun Foods/Sunrise Growers
- Fresh Innovations LLC
- Farm Employers Labor Service (FELS)
- Elkhorn Packing Company LLC
- Discoil Strawberry Associates Inc
- Dai Bosque Enterprises
- DandPac
- Coastal Farming Company-CB North
- Central Coast Packing
- Center for Ag Business CSUF
- Campus Bros Farms
- Cal-OSH Report
- California Safety Training Corporation
- Cain Vineyard & Winery
- California Orchard Company
- Ca Cotton Ginners & Growers Association
- Buckman Mitchell Group
- Brown-Forman
- Britz Fertilizers Inc
- Beringer Blass Wine Estates
- Bockstoffer Vineyard
- Barsamian Saqui & Moody
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President's Message

By Deanne Davis, President AgSafe

The 11th Annual AgSafe Conference will be held in beautiful Monterey on February 2nd and 3rd. You do not want to miss this year's conference. If you attended last year's conference then you know exactly what I mean. Every year we strive to do better. We strive to give you relevant information that you can take and apply at your place of employment. There is no other conference that offers you the opportunity to network with other safety professionals, to receive significant information from a variety of topics and provide you with a comfortable environment for two days at an amazingly inexpensive price of \$195! If you have not received your registration information please call the AgSafe office right away.

I would like to give a special thank you to all of the Sponsoring Organizations. You are a key component for the AgSafe Conference. Financial contributions help to bring this outstanding program to our agricultural community at a reasonable registration fee.

As an AgSafe board member, it has been an incredible experience for me. Everyone involved has so much enthusiasm and talent. I am proud to be a part of such a dedicated and hard-working group of professionals. I would encourage anyone who shares in the passion for preventing injuries and illnesses and fatalities in the workplace to become involved not only as a member but also as a board member of this committed organization.

Back by popular demand, we will be offering early bird classes. This is a great opportunity to get a head start on your safety certificate. There are a large number of classes being offered in Spanish. These classes are a great value to any organization that has Spanish-speaking supervisors. New this year is our Ag Tour. An excellent way to begin networking with safety peers. The AgSafe Conference is definitely a unique experience that I look forward to sharing with you.

Another feature new to this year's conference will be a tour of several successful agricultural operations in the Salinas Valley. Open to all conference participants for a fee of \$25, the tour will be held the afternoon of Feb. 1 and will conclude with a wine tasting at Scheid Vineyard.

The conference is designed to benefit participants representing all areas of agriculture and agribusiness, including safety professionals, production managers, supervisors, chemical handlers, machine operators and company owners. Over 400 people attended last year's event.

Joining AgSafe and CAB in presenting the conference are the National Institute for Occupational Safety and Health; the UC Center for Occupational and Environmental Health; and the UC Farm Safety Program. Cost to attend is \$195 for AgSafe members and \$275 for non-members for registrations post-marked by January 25, 2004. For single-day rates and other discount information, call (559) 278-4404.

Additional information, including detailed descriptions of the workshops, is available on the AgSafe website at agsafe.org and on the CAB website at cati.csufresno.edu/cab.

Display Tables Available

AgSafe will once again offer an opportunity for companies to have a display table at the annual conference. Display tables will be available Wednesday and/or Thursday (February 2 and/or 3). There are a limited number of tables available and they are on a first-come/first served basis. For cost and information regarding reserving a table, call the AgSafe office at (559) 278-4404.

- twisting the body when lifting

Obviously risk of injury increases where workers are in a hurry and less inclined to get help or use lifting aids. Where regular heavy lifting is required, employers should consider the potential effects of incentive-based pay.

TIPS FOR REDUCING LIFTING INJURY RISK

- Reduce loads to under 50 pounds whenever possible
- Get or provide assistance for heavy loads where practical
- Try to arrange the work or workplace to reduce the necessity of twisting the
- body while lifting, or lifting loads higher than chest level.
- Provide more frequent rest breaks where heavy or repetitive lifting is required.

Keep in mind that although lighter is generally better, workers can still get injured with a 10 pound load that is lifted from an awkward posture.

Driving Safely in Winter Weather

Information courtesy of Tail Gate Safety Meeting Topics

<http://www.webworldinc.com/wes-con/winterdr.htm>

The leading cause of death during winter storms is transportation accidents. Many accidents could be avoided if drivers took time to learn and practice these tips for driving safely during snowy and icy conditions.

Perhaps the deadliest danger of all is "black ice." Black ice is ice which forms on a roadway, usually due to snow melting and re-freezing. Since it is almost invisible, drivers fail to recognize black ice conditions and may drive at normal speeds-often resulting in very serious accidents. Always be alert to the possibility of black ice when temperatures are near or below freezing. Pavement that looks dry but appears darker in color and dull-looking should alert you to the presence of black ice.

Failing to allow yourself enough time to stop is a major cause of winter driving accidents. During slippery conditions stopping distances can triple. Driving at a slower speed, anticipating stops at traffic lights and intersections, and applying brakes sooner than normal will help ensure accident-free stops. When braking, brake carefully with short, rapid application of the brakes. Always allow plenty of extra space between you and other vehicles to minimize the need for quick stops.

Acceleration, turning, and passing also present dangers during winter. Accelerate slowly to avoid loss of traction and subsequent loss of control. Turn slowly, with caution, to avoid sliding into a stationary object or the path of an oncoming vehicle. Avoid sudden movements. Pass with care because passing lanes are not maintained as well as driving lanes. Again, leave extra space between yourself and other vehicles so there's room to maneuver in case something goes wrong. During a skid, steer cautiously in the direction you want the car to go.

Here are some other tips you should remember for driving safely in winter:

- Always use your seatbelt.
- Turn on your headlights during adverse weather conditions. Overcast skies and falling snow limit visibility. It is important to see and be seen.
- Like all the signs say, bridges and overpasses freeze before the roadway. Use extra caution on these.
- Remember that driving in winter weather conditions causes physical and mental fatigue and reduces reaction times. Get plenty of rest and adequate nutrition. Don't drive while you're sleepy or on medication that causes drowsiness.
- Prepare your vehicle well ahead of time. Check fluid levels, tire pressure, lights, and the battery. Have a mechanic give your vehicle a winter check-up and make any necessary repairs.
- Stock an emergency kit containing heavy clothes and a blanket, traction material such as sand or kitty litter, tire chains, a small shovel, first aid kit, flashlight, jumper cables, and a bright cloth to use as a flag.

DESTINATION MONTEREY

Continued from front

sessions prior to this year's event, Naffziger said. The early bird workshops, set for Feb. 1, will include sessions one and two of the safety certificate program, pesticide training for fieldworkers, "Tractor Safety-Train the Trainer" and a special agricultural tour.

The conference opening address will be presented Wednesday morning by Sean McNally, vice president of human resources and legal counsel for Grimmway Farms in Bakersfield. A specialist in workers' compensation and discrimination defense on behalf of employers, McNally will analyze recent changes in the workers' compensation system and how they are likely to affect businesses. Thursday's keynote will be provided by Duane A. Selby, regional vice president of DuPont Safety Resources. Selby recently led the development and implementation of a highly successful comprehensive safety improvement program for the Los Angeles Metropolitan Transportation Authority. He will speak on "Building Safety Culture and Leadership."

More than a dozen specialists in various agricultural safety issues will provide information and training over the three-day event. To better serve Spanish-speaking clients, many of the classes will be presented in Spanish, Naffziger said.

In addition to the many classes and keynote presentations, the conference will also feature vendor displays of safety equipment, services and supplies. Attendees will also have many opportunities to visit with other safety professionals during the conference at the luncheons and at the Wednesday evening networking reception.

AgSafe welcomes

THE FOLLOWING NEW MEMBERS

Company

Nurserymen's Exchange

Jesse Melendrez
2651 N Cabrillo Hwy
Half Moon Bay, CA 94019
Phone: (650) 712-4292
Fax: (650) 712-4630

Smith-Kandal Insurance/ Real Estate

Erasmio Gonzalez
PO BOX 5
Brawley, CA 92227
Phone: (760) 344-2213
Fax: (760) 344-3383

Individual

A-G Sod Farms Inc

Jorge Cervantes
2900 Adams St Ste C-230
Riverside, CA 92503
Phone: (951) 687-7581

D R Harvesting LLC

Diana Rangel
2643 Industrial Prkwy
Santa Maria, CA 93455
Phone: (805) 928-3096
Fax: (805) 928-6008

Growers Express LLC

Oscar Leal
1219 Abbott St
Salinas, CA 93901
Phone: (831) 751-1345
Fax: (831) 751-1345

Oral E Micham Inc

Deanne Davis
PO BOX 745
Woodlake, CA 93286
Phone: (559) 564-5010
Fax: (559) 564-5012

RH Phillips

Miguel Fernandez
26836 County Rd 12A
Esparto, CA 95627
Phone: (530) 662-3215
Fax: (530) 661-4472

Valley Safety Training Inc

Andy Kuramoto
1701 Westwind Dr Ste 105
Bakersfield, CA 93901
Phone: (661) 634-9907
Fax: (661) 869-0297

Handweeding Restriction Implemented

By Anthony P. Raimondo, Barsamian, Saqui & Moody

On September 23, 2004, Cal/OSHA adopted a regulation that restricts hand weeding in California.

The Labor and Workforce Development Agency drafted the rule after years of negotiations between industry and labor representatives failed to result in a rule on hand weeding. The rule took effect October 8, and will remain in effect for 120 days. During this time, the rule will be subject to a public comment process and possible revision before becoming a final regulation. As long as this process does not result in more severe restrictions on hand weeding, agricultural employers should be able to adjust to it.

The rule prohibits hand weeding as follows:

- Employees may not weed in a stooped, kneeling or squatting position using short-handled tools (handles less than 48 inches in length) or long-handled tools (handles at least 48 inches long).

The rule allows hand weeding where:

- There is no readily available reasonable alternative means for performing the work that is appropriate and suitable for production of the commodity. **The employer has the burden of showing there is no reasonable alternative.**
- Hand weeding is only occasional or intermittent and incidental to a non-hand-weeding operation. Thus, hand weeding is allowed in small amounts in non-weeding operations such as harvesting and weeding operations where employees occasionally pull a weed while they are using long-handled tools in an upright position. To be "occasional or intermittent," hand weeding must be limited to no more than 20% of an employee's weekly work time.
- The plants being weeded were spaced less than 2 inches apart when planted.
- The agricultural commodities being weeded are growing without pesticides.
- The agricultural or horticultural commodities being weeded are seedlings.
- The horticultural commodities being weeded are growing in containers that makes unsuitable the use of a long-handled tool or other alternative (e.g., certain tubs or planter containers).

The rule imposes the following obligations when employees are engaged in hand weeding:

- Employees engaged in hand weeding that is not occasional or intermittent get another 5 minutes on top the 10-minute rest period they are allowed by law for every four hours worked or major fraction).
- Employees engaged in hand weeding must be supplied with gloves and kneepads as may be necessary and with training in accordance with existing Injury and Illness Protection Program guidelines.

WHAT IT MEANS FOR EMPLOYERS:

While the rule places restrictions on hand weeding, it does not ban all hand weeding. Rather, the purpose of the rule is to eliminate

unnecessary hand weeding. Most important, the rule allows employees who are weeding with long handled tools in an upright position to occasionally bend down and pull a few weeds. However, where hand weeding is allowed, employers must give additional rest time (15 minute breaks instead of 10 minutes), must provide gloves and kneepads, and must provide training in safe practices.

In operations where employees are hand weeding, the employer should carefully review its practices to determine whether the operation falls into one of the exceptions to the ban on hand weeding, and should consider whether it can meet the burden to show that no reasonable alternative is available.

Lifting-related Injuries

By JAMES M. MEYERS
University of California-Farm Safety Program

A citrus harvest worker climbs a ladder, then twists and reaches with an 80 pound bag of fruit hanging from his shoulder in a picking bag... a vegetable packing shed worker lifts a 100 pound bag of potatoes, then picks up a 50 pound bag of onions from the floor... and a worker at a dairy farm routinely lifts 50 pound bales and bags of feed.

These are just a few examples of tasks performed by California agricultural workers that can result in serious lifting-related injuries. Despite being highly mechanized, lifting and carrying loads that weigh 50 pounds or more is a common risk factor for back injury found in most California agricultural work.

According to a study by AgSafe, back injuries are the most often reported and most costly of work-related injuries in California agriculture. Some are strains or sprains that heal quickly, others are more serious and potentially disabling. In either case, back injuries, and other injuries related to lifting are costly to both workers and employers.

Yet many lifting-related injuries, including back strains and shoulder and knee injuries, can be prevented. Sometimes, it's just a matter of the worker asking for help. Other times, it's up to the farm or packing shed employer to reduce loads or provide mechanical assistance (forklifts, hoists, etc.) when available for that task

HOW LIFTING INJURIES OCCUR

While injuries can occur with lighter loads and there are a number of factors that enter into whether an agricultural worker will suffer a lifting related injury, recent research suggests that the risk increases greatly with any load weighing 50 pounds or more. Further, there is no evidence to date that use of back belts or stretching or warm up exercises offer protection from this risk. The single most important preventive action that we can take is to reduce the load to under 50 pounds. Wherever you have a choice in container or package size, consider the load weight seriously.

While safe lifting techniques do appear to slightly reduce lifting injury risk, they do not offer significant risk protection where loads equal or exceed 50 pounds.

Other factors that increase risk include:

- lifting bulky or awkward objects that can't be held close to the body
- repeatedly lifting objects higher than chest high
- bending from the waist to reach or pick up objects below the knee

Migrant Family Housing Centers

PG&E offers a 20 percent discount on monthly gas and electric bills to qualifying agricultural employee housing facilities through its CARE Program. CARE, which stands for the California Alternate Rates for Energy, is authorized by the California Public Utilities Commission (CPUC). Agricultural employee housing facilities have been the most challenging to reach. Many facilities that are eligible for CARE continue to pay more for electric and gas services when they simply don't have to.

If the facility meets the guidelines below, it can begin saving 20 percent on its monthly PG&E bill:

- ❑ If the facility is master-metered, 70 percent of the energy supplied should be for residential purposes. If the facility is individually metered, 100 percent of the energy supplied should be for residential purposes.
- ❑ All the facility's residents must meet the income guidelines below. Note that this excludes any employees managing the facility who reside on the premise.

Persons in a Household	Total Combined Annual Income
1 – 2	\$23,400 or less
3	\$27,500 or less
4	\$33,100 or less
5	\$38,700 or less
6	\$44,300 or less

- Current contract with the Office of Migrant Services, Department of Housing and Community Development. (This documentation states the center is currently authorized to provide housing.)

For additional information and to find out how you can help recruit and enroll eligible agricultural housing facilities and workers in your community, please call our CARE hotline at (415) 973-7288.

California continues to cultivate a safer workforce State Division of Labor Statistics and Research shows fatalities declining as employment numbers grow

Released September 27, 2004

SAN FRANCISCO—Data released by the state Division of Labor Statistics and Research shows the number of workplace fatalities continued to decline in California in 2003 while employment numbers rose. Last year, 456 of California's 16,283,000 workers were fatally injured on the job, down from 478 of California's 16,215,000 workers killed in 2002.

"Our aggressive approach to health and safety on the job in California is paying off," said John Rea, acting director of the Department of Industrial Relations, the state agency that oversees California's fatality data collection and occupational safety and health programs. "While one life lost is one too many, 22 more workers made it home safely to their families last year, and over the past 10 years 187 lives have been saved."

While the number of national fatalities rose in 2003, the number of workplace fatalities in California has declined steadily since 1997. Last year marked the second year in which fatalities have fallen below 500.

"Unlike some other states, California runs its own occupational safety and health program," said Rea. "Cal/OSHA specifically targets the state's problem industries with intensive enforcement and consultative assistance that help employers provide safer and healthier workplaces."

Among the top causes of fatalities in 2003 were:

- Transportation incidents such as highway accidents, which accounted for 38 percent of workplace fatalities
- Assaults and violent acts, which accounted for 18 percent of fatalities

- Accidents involving contact with objects and equipment, such as being struck by falling objects or caught in running equipment, accounted for 17 percent of fatalities

- Falls from ladders and roofs accounted for 16 percent of deaths

- Exposure to harmful substances or environments such as electrocution caused eight percent of workplace deaths

- Fires and explosions caused three percent of fatalities.

Of the workers killed on the job last year, 92 percent were men. Of the total fatal injuries, 52 percent were to white, non-Hispanic workers, while Hispanic workers accounted for 35 percent of fatal injuries.

Truck drivers, construction laborers, farm workers, police officers and grounds maintenance workers died on the job most frequently.

The national census of fatal workplace injuries and illnesses identifies, verifies and profiles workplaces of all employees in the private sector, as well as individuals who are self-employed, civilian and military government workers. Census sources include Cal/OSHA and federal OSHA reports, law enforcement data, workers' compensation claims, coroners' reports and news reports.

In 2002 the standard classification system (SIC) for identifying worker occupations was used, but in 2003 the North American industry classification system (NAICS) was used, precluding an industry by industry comparison. At the aggregate level, there was a decline in fatality rates from 476 in 2002 to 456 in 2003. In the private sector, the decrease went from 415 to 409.

The complete DLSR report will be posted on the Internet at <http://www.dir.ca.gov/dlsr>.

California To Require Supervisor Harassment Training

By Patrick Moody, Barsamian, Saqui & Moody

Governor Schwarzenegger recently signed Assembly Bill 1825 into law. That law, which will become part of California's Fair Employment & Housing Act, will require all California employers with at least 50 employees to provide supervisors with at least two hours of sexual harassment training every two years.

In calculating whether a particular employer meets the 50 employee threshold, the law includes employees from a temp agency, and even independent contractors, in addition to direct employees. Further, the law does not specify that the 50 employees must be within California, and therefore, would at least arguably apply to California employers with 50 total employees, including those outside the state. In addition, all governmental agencies, including cities, will be required to provide the training.

The term "supervisor," is a fairly expansive term under California law. In general, it includes any employee having the authority to exercise independent judgment to:

- Hire, fire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees;
- Direct the work of other employees or adjust their grievances; or
- Effectively recommend any of these actions.

The new law will be implemented in two phases. In the first phase, supervisors who are employed as of July 1, 2005 must go through at least two hours of training by January 1, 2006. Supervisors who have already gone through training since January 1, 2003 need not be re-trained, until the new two-year period, which will commence on January 1, 2006. If a supervisor is hired or promoted into a supervisory position after July 1, 2005, the training must be completed within six months of hire or promotion.

The second phase begins January 1, 2006. The law requires ongoing training for all supervisors within six months of becoming supervisors, and at least two hours of harassment training every two years thereafter.

The training must include "information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and the remedies available to victims of sexual harassment in employment." Further, "the training and education shall also include practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation, and shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation." While it is not clear, the wording of the new statute indicates that simple taped programs will not be sufficient, but rather, the employer must provide the training through qualified trainers.

Meeting these requirements does not provide a defense to a sexual harassment claim, nor does failure to do so establish liability, in and of itself. However, failure to do the training will almost assuredly be urged as grounds for punitive damages in a sexual harassment lawsuit.

WHAT THIS MEANS FOR EMPLOYERS

All employers should be providing training on an ongoing basis already. Therefore, this new law should not pose significant changes, other than the fact that employers may not be able to provide simple taped messages any longer, but rather, will need to have qualified trainers perform the training. Further, employers may have to do a better job of documenting the training than they have done in the past. The most significant change will be the requirement that employers provide training to newly hired or promoted supervisors within six months of hire or promotion.

The good news in this is that Barsamian, Saqui & Moody has been providing exactly this type of training for many years now, and will continue to do so in the future. To schedule training, please contact us at either our Fresno or Sacramento offices.

The goal of this article is to provide employers with current labor and employment law information. The contents should neither be interpreted as, nor construed as legal advice or opinion. The reader should consult with Barsamian, Saqui & Moody at (559) 248-2360 in Fresno, (916) 782-8555 in Sacramento, or toll-free at (888) 322-2573, for individual responses to questions or concerns regarding any given situation.

Governor Signs Pesticide Drift Bill

By Anthony P. Raimondo, Barsamian, Saqui & Moody

On September 29, 2004, Governor Schwarzenegger signed SB 391 into law. SB 391 states that any person who commits a violation of state pesticide regulations that results in an illness or injury to requiring immediate medical treatment or emergency medical transport resulting from any pesticide used in the production of an agricultural commodity will be responsible to the injured person or the medical provider for the immediate costs of uncompensated medical care from the acute illness or injury of the exposed person. It does not matter whether the person exposed is at work, or merely passing by in order for this penalty to apply. Any administrative order finding a violation will include an order to pay these medical costs, and person who violates pesticide regulations will be required to submit a plan to the Director of Pesticide Regulation setting forth how they will pay the medical costs for exposed individuals.

Once the immediate costs of acute illness or injury are paid, the exposed person will still have the right to file a civil lawsuit connected with the exposure for any damages that remain unpaid, but any costs paid will be deducted from any award in the lawsuit.

The bill is designed to encourage voluntary payment of costs, and permits the state to reduce any penalties for the violation by up to 50% if the medical costs are paid prior to a final determination of the violation by the Department of Pesticide Regulation.

WHAT IT MEANS FOR EMPLOYERS:

Growers must carefully monitor their handling and use of pesticides in order to avoid violations. The law requires that employees be properly trained in handling and application of pesticides, as appropriate, and employers should be sure to comply with these requirements. Where independent contractors are used to apply agricultural chemicals the grower should periodically monitor their performance to ensure that safe practices are being followed. As in all safety issues, the effort expended up front to prevent accidents is preferable to the consequences of any accident that occurs.

CALENDAR OF EVENTS

Please check the AgSafe Website for Additional Programs
Please see separate insert for courses offered at the AgSafety Institute.

January

12—California Agriculture Safety Certificate Program

C-105 Roundtable Discussion
1:00 to 5:00 pm
InWest Insurance Conference Room, Santa Maria, California
For more information call (559) 278-4404

13—Preventing Sexual Harassment in the Workplace

English Session – 9:00 am to 11:00 am
Spanish Session – 1:30 pm to 3:30 pm
Desert Alliance for Community Empowerment, Coachella, California
For more information call (800) 713-4172

18—Calistoga Breakfast Meeting

9:00 am to 11:00 am
Napa County Fairgrounds, Calistoga, California
For more information call (559) 278-4405

19—California Agriculture Safety Certificate Program

C-105 Roundtable Discussion
1:00 to 5:00 pm
Grower Shipper Association Office, Salinas, California
For more information call (559) 278-4404

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February

2&3

11th Annual AgSafe Conference

Embassy Suites Hotel & Conference Center on Monterey Bay, Seaside, California

22—Farm Labor Contractor Education Institute

Embassy Suites Hotel & Conference Center on Monterey Bay, Seaside, California
8:00 am to 5:00 pm
Presented in English and Spanish
For more information call (559) 278-4677

March

8—Farm Labor Contractor Education Institute

Double Tree Hotel, Bakersfield, California
8:00 am to 5:00 pm
Presented in English and Spanish
For more information call (559) 278-4677

9—Fresno Breakfast Meeting

California Agricultural Technology Institute, Fresno, California
8:00 am to 9:30 am
For more information call (559) 278-4677

April

6—Farm Labor Contractor Education Institute

Courtyard by Marriott (Previously the Radisson) Oxnard, California
8:00 am to 5:00 pm
Presented in English and Spanish
For more information call (559) 278-4677

19—Calistoga Breakfast Meeting

9:00 am to 11:00 am
Napa County Fairgrounds, Calistoga, California
For more information call (559) 278-4405

27—Farm Labor Contractor Education Institute

California Farm Bureau Federation, Sacramento, California
8:00 am to 5:00 pm
Presented in English and Spanish
For more information call (559) 278-4677



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