

Worker Protection Standard (WPS) Requirements for Marijuana Growers



Washington
State Department of
Agriculture

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This bulletin provides guidance on Worker Protection Standards (WPS) requirements that apply to cannabis growers. By following this guidance, cannabis growers will be in general compliance with WPS rules. However, the rules go into greater detail and may allow exceptions under certain conditions. We advise employers to read the rules and guidance documents cited under reference materials. The Environmental Protection Agency's (EPA) "How to Comply" manual is especially helpful.

EPA recently adopted new requirements that will become effective in January 2017, with certain requirements to be phased in over a two-year period. Those changes are noted where they apply.



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Worker Protection Standards (WPS)

Requirements for Marijuana Growers

State and federal laws require employers to protect their employees from the risk of pesticide poisoning and injury. When a pesticide label contains an Agricultural Use Box (See Fig. 1 below), agricultural employers and handler employers must abide by the Worker Protection Standards (WPS). WPS requirements are federal standards (40 CFR part 170) that are referenced on the pesticide label.

These standards have been incorporated into WSDA rules (WAC 16-233) as well as Labor and Industry rules (WAC 296-307). Since several products on WSDA's I-502 pesticide list have an Agricultural Use Box on the label, employers in the cannabis industry must abide by WSDA and Labor and Industry (LNI) rules when using these products. Note that LNI also has additional worker safety requirements that go beyond the WPS requirements.

The box at the right (Fig. 1) is an example of an Agricultural Use Box typically found on a pesticide label. Notice that the restricted entry interval (REI) and the personal protective equipment (PPE) requirements for early-entry workers vary according to the pesticide selected for use.

Two major groups of agricultural employees are addressed in the WPS - handlers and workers.

- Handlers are those who deal directly with pesticides or their residues, such as mixers, loaders and applicators.
- Workers do hand-labor tasks (weeding, planting, cultivating and harvesting) or other tasks involved in the production of agricultural plants.

IMPORTANT: Any requirement or restriction for greenhouses also applies to indoor grow operations. WPS defines "greenhouse" as "any structure or space that is enclosed with non-porous covering and that is of sufficient size to permit worker entry. The term includes, but is not limited to polyhouses, mushroom houses, rhubarb houses, and similar structures..." An indoor grow operation with artificial light fits under this definition of greenhouse. Whenever you see the term "greenhouse" in this document, it is referring to all types of indoor grow operations.

AGRICULTURAL USE REQUIREMENTS

Use this product only in accordance with its labeling and with the Worker Protection Standard, 40 CFR part 170. This Standard contains requirements for the protection of Agricultural workers on farms, forests, nurseries, and greenhouses, and handlers of agricultural pesticides. It contains requirements for training, decontamination, notification, and emergency assistance. It also contains specific instructions and exceptions pertaining to the statements on this label about personal protective equipment (PPE) and restricted-entry interval. The requirements in this box only apply to uses of this product that are covered by the Worker Protection Standard.

Do not enter or allow worker entry into treated areas during the restricted entry interval (REI) of 12 hours.

PPE required for early entry to treated areas that is permitted under the Worker Protection Standard and that involves contact with anything that has been treated such as plants, soil, or water, is:

- Coveralls over
- Chemical-resistant gloves made of any waterproof material such as polyethylene or polyvinyl chloride
- Shoes plus socks

Figure 1

General Duties and Requirements

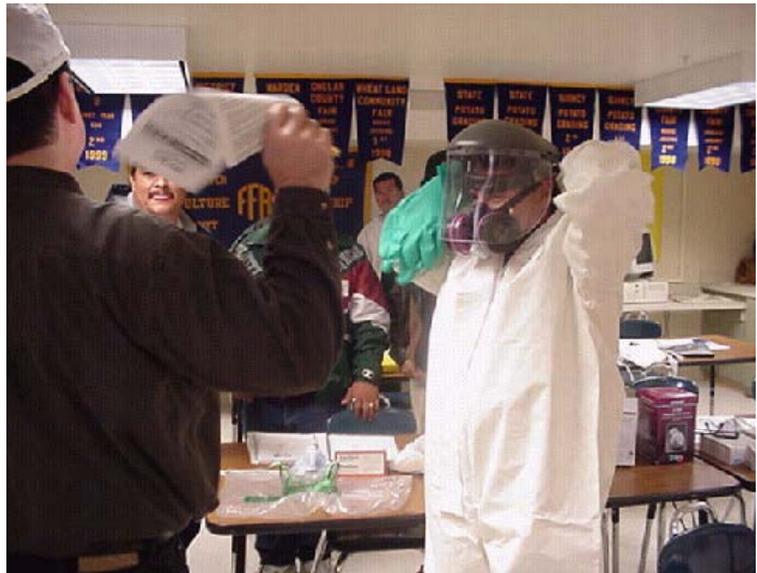
Employers must:

- Assure that workers and handlers receive the protections specified in the WPS.
- Provide supervisors of workers and handlers with information and directions to assure compliance with WPS.
- Assure pesticides are used consistent with labeling, including WPS.
- Assure that pesticides are not applied in a way that will contact workers or other persons either directly or through drift. In January 2017, will be required to stop applying if anyone enters the “application exclusion zone” (described under Entry Restrictions in Treated Area section).
- Not retaliate against employees for attempts to comply with the WPS.

Pesticide Safety Training

All workers and handlers must be trained on pesticide safety before they begin working at your grow operation. The training can be presented orally from written materials or by video (see links to training materials under “Resources”). In either case, the training must be in a language that the workers and handlers understand. You may use a translator such as a bilingual employee if necessary. The trainer (and translator if used) must be available to answer any questions by the employees during the training. Workers and handlers must be trained every five years (required annually in January 2017).

Training must be provided by a qualified WPS trainer. The best way for agricultural employers to comply with the training requirements is to either become qualified as a trainer, or have one or more of their employees qualified. Then new employees can be trained when they begin work, and maintain training annually thereafter.



There are two options to become qualified:

1. Attend a WSDA Train the Trainer (TtT) workshop or obtain a WSDA Private Applicator license. WSDA holds four TtT workshops per year, all in Eastern Washington. For information go to agr.wa.gov/PestFert/Docs/WPSTraintheTrainer2015English.pdf. Attendance is limited in these workshops so it may be difficult to enroll.

Note: *When new WPS rules take effect in January 2017, workers and handlers must be trained every year and employers must keep records of the training for two years.*

2. Obtain a Private Applicator license. Having one or more of your employees licensed by WSDA as a Private Applicator will ensure you have a qualified trainer on your staff. Also, the Private Applicator can purchase and apply restricted-use pesticides if these are ever allowed on marijuana. Currently none are on the I-502 allowed list.

To get a Private Applicator license a person takes an exam and pays fees for the exam and the license. Study materials and pre-license courses are available through Washington State University (WSU) Extension, if needed. WSDA recommends getting a Private Applicator Pesticide Education Manual to prepare for the Private Applicator exam. The manual can also be a helpful reference.

Pesticide safety training must comply with WPS requirements. A number of EPA-approved training materials are available from the National Ag Compliance Center (epa.gov/agriculture/awor.html) and Gemplers (gemplers.com/wps-resources). Keeping training records is strongly encouraged -- this will be required in January 2017 and records must be kept for two years. Records should include the name, address and signature of the trained employee, along with a record of the training materials used and the trainer's name. Fig. 2 is an example of tracking employee WPS training.

WPS TRAINING VERIFICATION RECORD						
The undersigned agrees that he/she has attended WPS Training which was presented in a language that they understand, and that their questions were answered.						
Employee Name (Print)	Employee Signature	Has Received (Insert Date)		Training Materials Used (✓) appropriate box		Trainer
		Worker Training	Handler Training	CDs	Oral and Written	

Figure 2

Specific training requirements for workers and pesticide handlers can be found in:

- WAC 16-233-140 (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-140), and;
- WAC 16-233-225 (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-225), respectively.

Decontamination Supplies and Requirements

Workers, handlers and early-entry workers must have adequate water for routine washing, soap and sufficient paper towels. Where there is no running water, early-entry workers and handlers must have at least 10 gallons of water for one employee and 20 gallons of water for two or more employees. The water must be of a "quality

and temperature” that will not cause illness or injury.

Beginning January, 2017 the water quantity requirements for routine washing and decontamination will change. Where running water is not available you must provide at least one gallon for each worker and three gallons for each handler and early-entry worker as measured at the beginning of the work period.

Also, handlers must have a clean change of clothes -- such as coveralls -- to put on in case their clothes become contaminated.

The photos to the right (see Fig. 3 and 4) show examples of portable decontamination stations that can be towed to where handlers and early-entry workers are working. More permanent decontamination stations with plumbed, running water are appropriate where handlers and workers decontaminate at the end of the day.

Handlers and early-entry workers must also carry a pint of water (see Fig. 5) with them (or it must be “immediately” nearby on their vehicle) for emergency eyeflushing when the pesticide label requires protective eyewear (goggles or faceshield).



Figure 3



Figure 5



Figure 4

A plumbed or portable emergency eyewash station (see appendix A for specifications) must be provided at:

- All mixing/loading sites and handler decontamination stations when the pesticide requires protective eyewear (goggles or faceshield).
- All permanent mixing/loading sites regardless of whether or not the label requires protective eyewear.

See Fig. 6 and 7 for examples of portable and permanent, plumbed emergency eyewash stations.



Figure 6 - An example of a portable emergency eyewash station



Figure 7 - An example of a permanent, plumbed emergency eyewash station

Decontamination supplies must be located:

- Within one-quarter mile of worker and handler activities.
- At the pesticide mixing/loading area.
- Where handlers and early-entry workers remove their personal protective equipment (PPE) at the end of the work period.

NOTE: Specific decontamination supply requirements for workers and pesticide handlers can be found in [WAC 16-233-150](https://apps.leg.wa.gov/WAC/default.aspx?cite=16-233-150) (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-150) and [WAC 16-233-250](https://apps.leg.wa.gov/WAC/default.aspx?cite=16-233-250) (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-250), respectively.

For workers who enter the treated area after the restricted entry interval (REI) has expired, decontamination supplies must be provided for:

- Thirty (30) days for pesticides with an REI of more than four hours.
- Seven (7) days for pesticides with an REI of four hours or less.

Personal Protective Equipment Requirements

Personal protective equipment (PPE) is worn to protect the body from contact with pesticides, for example respirator, chemical resistant gloves, and protective eyewear. The pesticide label indicates what PPE must be worn. PPE must be provided in clean and operating condition, and employers must make sure it is worn correctly.

PPE must be inspected before each day of use and any damaged PPE either repaired or discarded. PPE must be cleaned at the end of the day or before reuse. Any contaminated PPE must be kept separate and washed separately from any other clothing or laundry. PPE is considered contaminated with any use around pesticides or in a treated area.



Figure 8

All clean PPE must be either dried thoroughly before being stored or must be put in a well ventilated place to dry. It must be stored separately from personal clothing and apart from pesticide-contaminated areas. Do not store PPE in the pesticide storage area. See Fig. 8.

Early-entry workers and pesticide handlers must have a clean place away from pesticide storage and pesticide use areas where they can put on, remove and store their PPE. They are not allowed to wear home or to take home PPE they have used. Any person who cleans or launders PPE at the establishment must be told:

- That it may be contaminated with pesticides.
- About the potentially harmful effects of exposure to pesticides.
- The correct way(s) to handle and clean it to protect themselves from exposure.

Take appropriate measures to prevent heat-related illness when PPE is required.

Summary of PPE Requirements:

- Provide handlers and early-entry workers with all label-required PPE in clean and operating condition. PPE is not required for acceptable no-contact, early-entry worker activities.
- Make sure employees are wearing the PPE correctly.
- Inspect PPE for damage each day and discard any that cannot be repaired.
- Clean and dry the PPE at the end of the day.
- Store PPE separately from personal clothing and other personal items. Do not store PPE in a pesticide-contaminated area and never store PPE in the pesticide storage room.
- Do not allow handlers or early-entry workers to wear home or to take home PPE that has been used.
- Keep contaminated PPE separate and wash it separately from other laundry.
- Make sure the person who cleans or launders PPE knows that it might be contaminated with pesticides. Inform them of the potentially harmful effects of exposure to pesticides. Show them the correct way(s) to handle and clean PPE to avoid exposure.
- Take appropriate measures to prevent heat-related illness when PPE is worn.

NOTE: The WPS rules define the acceptable types of PPE that must be worn. These definitions and other specific PPE requirements for early-entry workers and pesticide handlers can be found in **WAC 16-233-120** (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-120) and **WAC 16-233-245** (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-245), respectively.

Fig. 9 shows applicators wearing very high level PPE. None of the pesticide products on the current I-502 list (as of September 2015) require as much PPE as these applicators are wearing. It is acceptable to wear a higher level or more PPE than is required by the label, but never to wear less. When considering whether to require handlers to wear more PPE than required by the label, employers must consider how the extra PPE might cause over-heating and potential heat-related illness.



Figure 9

Entry Restrictions in the Treated Area

Only properly trained pesticide handlers who are wearing the required PPE may be in the treated area (“entry-restricted area” for greenhouses) while the pesticide is being applied. In most cases, the “entry-restricted area” and the “treated area” are the same thing. For applications to greenhouses, however, the entry-restricted area may be larger than the treated area (see Appendix B and WAC 16-233-115[3] <http://apps.leg.wa.gov/WAC/default.aspx?cite=16-233-115>). The restricted-entry interval (REI) begins immediately after the pesticide application is complete. During the REI, no worker is allowed to enter the entry-restricted area except under very limited conditions:

1. No early-entry by any worker is allowed until:
 - a. At least four hours after the application is complete.
 - b. All applicable ventilation criteria in WAC 16-233-115(3)(c) have been met.
 - c. Any inhalation exposure level listed in the labeling has been reached.
2. Once the above three criteria have been met, early-entry workers are allowed into the entry-restricted area for “no-contact” activities and “short-term” activities as described below. **No hand labor is allowed by early-entry workers in either case.**
 - **No-Contact Activities:** Workers will have no contact with anything that has been treated with the pesticide, including but not limited to, soil, water, air, or surfaces of plants. Early-entry workers under the no-contact exception do not need to wear the label-specified PPE for early-entry and they do not need decontamination supplies as do other early-entry workers.
 - **Short-term Activities:** A worker can spend no more than one hour in a 24-hour period conducting short-term activities. Workers must wear all of the PPE specified on the label for early-entry and the decontamination supplies for early-entry workers must be readily available nearby.

Before an early-entry worker enters the treated area under an REI, the employer must make sure they have either read the pesticide label, or that all hazards, precautions, poisoning symptoms, first-aid, and required personal protective equipment have been explained to them. **Beginning in January 2017, they also must be informed about the specifics of the pesticide application and the conditions of early-entry.**

Once the REI has expired, workers are free to enter the entry-restricted/treated area. Workers may do hand labor or other tasks and they do not need to wear PPE. However, if workers will have contact with any treated surface, decontamination supplies must be readily available nearby -- for either seven days or 30 days, depending on the REI.

NOTE: As of January 2017, all outdoor applications will have an “application exclusion zone” of 0 – 100 feet. The size of the zone depends on the type of application equipment used. The application exclusion zone extends beyond the treatment area. Applicators will be required to stop the application if anyone enters the exclusion zone.

Summary of Entry Restrictions:

- Only properly trained pesticide handlers who are wearing the required PPE may be in the entry-restricted/treated area during the application.
- After the application is complete, no worker may enter until:
 - At least four hours.
 - The ventilation criteria in rule has been met.
 - Any inhalation exposure level listed in the labeling has been reached.
- Once the above three criteria are met, early-entry is allowed. Workers who are properly trained and equipped with the required PPE may enter the restricted entry/treated area to perform “no-contact” and “short-term” activities. No PPE is required for no-contact activities. No hand labor is allowed in either case.
- Decontamination supplies must be provided and readily accessible nearby for early-entry workers, except those workers entering under the “no-contact” exception.
- After the REI has expired, workers have unlimited access to the treated area and no PPE is required. Decontamination supplies must still be provided for either seven days or 30 days, depending on the REI.

NOTE: Specific entry restrictions can be found in:

WAC 16-233-115 (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-115) and **WAC 16-233-120** (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-120).

Notification of Pesticide Applications

Greenhouses:

All greenhouse applications must be posted with warning signs. See Fig. 10 on page 10. The standard 14-by-16-inch sign may be used or you can use smaller signs. If you use smaller signs, you may have to use more of them. With smaller signs, follow the specific posting distance requirements, depending on the size of the lettering and symbol on the sign (see Appendix C).



In greenhouses, the signs must be posted to be visible from all usual points where workers enter including each aisle or other walking route. When the treated area has no usual points of worker entry, signs must be posted in the corners of the treated area or in any other location with maximum visibility.

Outdoor Grow Operations:

Whether a pesticide application in an outdoor grow area must be posted with warning signs depends on what the label requires:

- If the pesticide label requires both posting and oral notification, then you need to do both.
- For all other pesticides that require a warning, you have the option of either posting or providing oral notification.

Applications to outdoor plants must use the standard 14" by 16" sign. The signs must be visible from all usual points of worker entry, including at least each access road, footpath or other walking route that enters the treated area. When there are no usual points of worker entry, signs must be posted in the corners of the treated area or in any other location affording maximum visibility.

Whether for a greenhouse application or an outdoor grow application, signs must:

- Be posted no sooner than twenty-four hours before the scheduled application of the pesticide.
- Remain posted throughout the application and any restricted-entry interval.
- Be removed within three days after the end of the application and any restricted-entry interval.

Oral warnings must provide:

- Location and description of the treated area.
- Time during which entry is restricted.
- Instructions to not enter the treated area until the restricted-entry interval has expired.



Figure 10

NOTE: Specific notation requirements can be found in:

WAC 16-233-125 (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-125)

The Central Notification Board

Safety Poster with Emergency Medical Care Facility Information

The EPA provides a safety poster containing all of the required information. It has a section at the bottom where you can fill in the name, address and phone number of the nearest emergency medical care facility. See Fig. 11 on page 11.

Posting Information About Pesticide Applications

You must post the following information about pesticide applications on the Central Notification Board:

- Location and description of the treated area.
- Product name, EPA Registration Number, and Active Ingredients; all found on the pesticide label.
- Time and date pesticide will be applied.
- Restricted entry interval for the pesticide; found on the pesticide label.

Post the information before you make the application and keep it posted for 30 days after the REI has expired.



Figure 11 - EPA Pesticide Safety Poster with name, address and phone number of nearest emergency medical facility.

IMPORTANT: Starting in January 2017, the safety poster must also be posted at all permanent decontamination supply locations. A safety data sheet (SDS), formerly known as an MSDS, must also be posted for each product that is applied. The SDS and the pesticide application information must be kept on record for two years and must be made available to workers, handlers or their authorized representatives.

Starting in January 2018, posting of additional safety information will be required. The information can be posted in any format. A poster will not be required, but EPA will likely provide an updated poster with the required additional information.

Specific posting requirements for the central notification board can be found in: **WAC 16-233-130** (apps.leg.wa.gov/WAC/default.aspx?cite=16-233-130)

Emergency Assistance

If there is reason to believe that an employee has been poisoned or injured by a pesticide exposure, you must provide prompt transportation to an emergency medical facility. You must provide information about the circumstances of the exposure and the pesticide(s) involved. Bring product labels with you.

NOTE: Specific emergency assistance requirements can be found in: **WAC 16-233-155** and **WAC 16-233-255**

RESOURCES

Contacts:

WSDA Pesticide Compliance Program: (360) 902-2040
WSDA Pesticide Registration Program: (360) 902-2078

Online Resources:

1. EPA "How To Comply" manual:
www2.epa.gov/sites/production/files/2015-06/documents/epa-735-b-05-002.pdf
2. EPA "Quick Reference Guide":
www2.epa.gov/sites/production/files/2015-06/documents/quickreferenceguide_color.pdf
3. WSDA's Worker Protection Standard Rules (WAC 16-233): apps.leg.wa.gov/WAC/default.aspx?cite=16-233
4. National Ag Compliance Center: epa.gov/agriculture/awor.html
5. Training and Safety Materials:
www2.epa.gov/pesticide-worker-safety/training-and-safety-materials-implementing-worker-protection-standard
6. Gemplers: gemplers.com/wps-resources
7. Revisions to the Worker Protection Standards (effective December 2016):
www2.epa.gov/pesticide-worker-safety/revisions-worker-protection-standard
8. Washington Pesticide Laws and Rules:
 - a. Pesticide Application Act (RCW 17.21): apps.leg.wa.gov/RCW/default.aspx?cite=17.21
 - b. Pesticide Control Act (RCW 15.58): apps.leg.wa.gov/RCW/default.aspx?cite=15.58
 - c. Pesticide General Rules (WAC 16-28): apps.leg.wa.gov/WAC/default.aspx?cite=16-228
 - d. Chemigation Rules (WAC 16-202): apps.leg.wa.gov/WAC/default.aspx?cite=16-202&full=true
9. Pesticide Licensing Information: agr.wa.gov/pestfert/licensinged/faqs.aspx#FAQForThoseConsidering
10. WSU Pre-license Training and Study Materials: pep.wsu.edu/
11. WSDA Farm Worker Education Program: agr.wa.gov/PestFert/LicensingEd/FarmworkerEducation.aspx
12. WSDA Pesticide Management Division Home Page: agr.wa.gov/PestFert/
13. WSDA Pesticide Use on Marijuana Page: agr.wa.gov/pestfert/pesticides/pesticideuseonmarijuana.aspx
14. WSDA List of Allowed Pesticides:
agr.wa.gov/pestfert/pesticides/docs/PesticidesAllowedUseOnMarijuana.pdf

APPENDIX A

Emergency Eyeflushing for Pesticide Handlers

WAC 16-233-250(5) of the Worker Protection Standards requires handler employers to provide a plumbed or portable emergency eyewash at all pesticide mixing and loading stations or handler decontamination sites when a pesticide label requires protective eyewear. All permanent mixing and loading stations must have an emergency eyewash regardless of whether a label requires protective eyewear. The rule requires that the eyewash must be capable of delivering at least 1.5 liters (0.4 gallons) of water per minute for 15 minutes. To be consistent with Department of Labor and Industries' requirements found in WAC 296-307-03930, the WSDA requires an emergency eyewash be:

- Capable of irrigating and flushing both eyes simultaneously while the user holds their eyes open.
- Have an on-off valve that activates in one second or less and remains on without user assistance until intentionally turned off.

APPENDIX B

Greenhouses

- (1) Referencing Fig. 12 on page 14, when a pesticide application described in column A takes place in a greenhouse, the agricultural employer shall not allow or direct any person, other than an appropriately trained and equipped handler, to enter or to remain in the area specified in column B until the time specified in column C has expired.
- (2) After the time specified in column C has expired, until the expiration of any restricted-entry interval, the agricultural employer shall not allow or direct any worker to enter or to remain in the treated area as specified in column D, except as provided in § 170.112.
- (3) When column C specifies that ventilation criteria must be met, ventilation shall continue until the air concentration is measured to be equal to or less than the inhalation exposure level the labeling requires to be achieved. If no inhalation exposure level is listed on the labeling, ventilation shall continue until after:
 - (i) Ten air exchanges are completed; or
 - (ii) Two hours of ventilation using fans or other mechanical ventilating systems; or
 - (iii) Four hours of ventilation using vents, windows or other passive ventilation; or
 - (iv) Eleven hours with no ventilation followed by 1 hour of mechanical ventilation; or
 - (v) Eleven hours with no ventilation followed by 2 hours of passive ventilation; or
 - (vi) Twenty-four hours with no ventilation.

GREENHOUSE ENTRY RESTRICTIONS ASSOCIATED WITH PESTICIDE APPLICATIONS

A When a Pesticide is applied:	B Workers are prohibited in:	C Until:	D After the expiration of time in Column C until the Restricted-Entry Interval Expires, the Entry-Restricted Area is:
(1) As a fumigant	<i>Entire greenhouse plus any adjacent structure that cannot be sealed off from the treated area</i>	<i>The ventilation criteria of paragraph (c)(3) of this section are met</i>	<i>No entry restrictions after criteria in column C are met</i>
(2) As a: (i) Smoke, or (ii) Mist, or (iii) Fog, or (iv) Aerosol	<i>Entire enclosed area</i>	<i>The ventilation criteria of paragraph (c)(3) of this section are met</i>	<i>Entire enclosed area is the treated area</i>
(3) Not in 1 or 2 above, and for which a respiratory protection device is required by the product labeling	<i>Entire enclosed area</i>	<i>The ventilation criteria of paragraph (c)(3) of this section are met</i>	<i>Treated area</i>
(4) Not in 1, 2, or 3 above, and; (i) From a height greater than 12 in. from the planting medium, or (ii) As a fine spray, or (iii) Using pressure greater than 40 psi	<i>Treated area plus 25 feet in all directions in the enclosed area</i>	<i>Application is complete</i>	<i>Treated area</i>
(5) Otherwise	<i>Treated area</i>	<i>Application is complete</i>	<i>Treated area</i>

Figure 12

APPENDIX C

Size and posting distance for smaller warning signs in greenhouses (*see highlighted section*)

Excerpts from WAC 16-233-125 Notice of Applications--Standards for Workers, Section 3

- (a) The warning sign shall have a background color that contrasts with red. The words "DANGER" and "PELIGRO," plus "PESTICIDES" and "PESTICIDAS," shall be at the top of the sign, and the words "KEEP OUT" and "NO ENTRE" shall be at the bottom of the sign. Letters for all words must be clearly legible. A circle containing an upraised hand on the left and a stern face on the right must be near the center of the sign. The inside of the circle must be red, except that the hand and a large portion of the face must be in a shade that contrasts with red. The length of the hand must be at least twice the height of the smallest letters. The length of the face must be only slightly smaller than the hand. Additional information such as the name of the pesticide and the date of application may appear on the warning sign if it does not detract from the appearance of the sign or change the meaning of the required information...
- (b) The standard sign shall be at least fourteen inches by sixteen inches with letters at least one inch in height. Farms and forests shall use the standard size sign unless a smaller sign is necessary because the treated area is too small to accommodate a sign of this size.

In nurseries and green houses, the agricultural employer may, at any time, use a sign smaller than the standard size sign. Whenever a small sign is used on any establishment, there are specific posting distances depending on the size of the lettering and symbol on the sign. If a sign is used with DANGER and PELIGRO in letters at least 7/8 inch in height and the remaining letters at least 1/2 inch in height and a red circle at least three inches in diameter containing an upraised hand and a stern face, the signs shall be no further than fifty feet apart. If a sign is used with DANGER and PELIGRO in letters at least 7/16 inch in height and the remaining letters at least 1/4 inch in height and a red circle at least 1 1/2 inches in diameter containing an upraised hand and a stern face, the signs shall be no further than twenty-five feet apart. A sign with DANGER and PELIGRO in letters less than 7/16 inch in height or with any words in letters less than 1/4 inch in height or a red circle smaller than 1 1/2 inches in diameter containing an upraised hand and a stern face will not satisfy the requirements of the rule. All signs must meet the requirements of (a) of this subsection.

- (c) The employer may replace the Spanish portion of the warning sign with a non-English language read by the largest group of workers who do not read English. The replacement sign must be in the same format as the original sign and be visible and legible.
- (e) In greenhouses, the signs shall be posted so they are visible from all usual points of worker entry to the treated area including each aisle or other walking route that enters the treated area. When there are no usual points of worker entry to the treated area, signs shall be posted in the corners of the treated area or in any other location affording maximum visibility.

