

 FACT SHEET

Safety orientation for seasonal workers in agriculture

Division 4, Subdivision C



Agricultural employers who hire seasonal workers must meet certain criteria, as defined in OAR 427-004-0240. Seasonal workers are defined as “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.” An example is workers harvesting strawberries in June.

Provide safety awareness information to seasonal workers

Give your seasonal workers the following information at their orientation before they begin work for the first time, and again if work conditions or locations change in a way that could affect their safety or health. Safety awareness information must include:

- Your safety and health rules for the work they will do.
- How to contact supervisors or managers in case of an accident, illness, or health or safety concern.
- What workers should do if someone is injured, sick, or needs emergency help.
- Where safety and health information is posted at your site.

If you have workers who do not speak or read English, provide this information in a way they can understand. For example, translate it into the language they speak or use pictures and other visual aids.

Provide information from the [Safe Practices When Working Around Hazardous Agricultural Chemicals](#) bilingual guide to every worker.

- Review the general chemical hazard information from the Safe Practices guide with workers.
- You can provide a copy of the publication to every worker at his or her initial training or use the [Safe Practices mobile app](#) available on Oregon OSHA's website.
- Order physical copies of the Safe Practices guide [online](#) or email the [Oregon OSHA Resource Center](#).



Provide initial Worker Protection Standard (WPS) training to seasonal workers, if required.

If you use pesticide products with an “Agricultural Use Requirements” designation on the label, and these products have been used on your crops during the 30 days before the workers’ first day of employment or will be used at any time during their employment, you must ensure the workers have been trained within the previous 12 months. Information about timelines and worker training under the WPS is available at Division 4/W, 170.401 and OAR 437-004-6401. Workers who have documentation showing they have received the required WPS worker training within the previous 12 months must still receive your establishment-specific information specified in the WPS at 170.403.

Additional WPS training is required for employees who are pesticide handlers (see Division 4/W, 170.501 and OAR 437-004-6501 Handler Training Programs in Oregon).

Provide all of these minimum requirements to seasonal workers who do only hand-labor operations:

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.

- The safety awareness information required in OAR 437-004-0240.
- Access to safety data sheets (SDS) for any hazardous chemicals they may be exposed to in the workplace, including residual pesticides encountered by workers doing field hand-labor.
- Information from *Safe Practices When Working Around Hazardous Agricultural Chemicals* guide.

Additional resources

- ☞ [Safety Orientation for Seasonal Workers – Division 4/C, OAR 437-004-0240](#)
- ☞ [Pesticide Safety Training for Workers – Division 4/W, OAR 437-004-6401](#)
- ☞ [Safe Practices When Working Around Hazardous Agricultural Chemicals](#) or the [mobile version](#)
- ☞ [Field sanitation for agricultural hand labor fact sheet](#)
- ☞ [What is a safety data sheet?](#)



Visit Oregon OSHA

Workers

Your employer cannot retaliate against you for reporting a workplace health or safety concern or violation. For more information about your rights, visit the Oregon OSHA website.

The Technical Section of Oregon OSHA produced this fact sheet to highlight health and safety programs and rules. The information is intended to explain the rules and provide best practices to employers.