

i FACT SHEET

Field sanitation for agricultural hand labor

Division 4, Subdivision J



General requirements

Field Sanitation for Agricultural Hand Labor rule requirements apply only to agricultural work done in crop areas. Work covered under this standard includes hand cultivation, hand weeding, hand planting, and hand harvesting of vegetables, nuts, fruits, seedlings, or other crops (including mushrooms). It also applies to hand packing or sorting, whether done on the ground, on a moving machine, or in a temporary packing shed in the field, and the operation of machinery when working along with hand labor. Another sanitation rule, [437-004-1105](#), applies when work is done in permanent structures.

The employer must provide sanitation facilities and water required by the field sanitation rule at no cost to employees, and must notify each employee of the location and allow employees reasonable opportunities during the workday to use them. All facilities provided must be clean, safe, working properly, and located within the maximum distance from each affected worker.

Drinking water

Employers must provide water that is potable – meaning safe to drink, that is immediately available to all employees. The water must be clean and free from contaminants, whether it's from a public source, your own well, or transported to the field in containers.

The water must be suitably cool and in sufficient amounts, taking into account the air temperature, humidity, and the nature of the work. The employer must also provide a sanitary way to dispense the water, such as through a fountain or with a spigot into single-use cups. Employees may not use dippers or dip their cups into a common container. Refill and sanitize common water containers as needed. Clearly label any nonpotable water sources that are unsafe for drinking, washing, or for use with food.



Toilet facilities

Toilets, including chemical, flush, biological, combustion, or sanitary privies, can be fixed or portable. Construction and location of on-site fixed or portable toilets must comply with the rules of the Department of Environmental Quality – [Onsite Wastewater Systems](#) and [Construction Standards](#). All toilet structures must have doors that latch from the inside; adequate ventilation and screens; and be

maintained in a safe, sanitary condition.

Where there are no separate urinals, toilet seats must be hinged and have the ability to be raised and lowered.

- Employers must provide at least one toilet facility for every 20 workers or fewer.
- Where practicable, provide separate toilets for men and women and label them using a language or symbols easily understood by the workers.
- Toilets must be within a five-minute or one-quarter mile unobstructed walk for all workers. However, where terrain does not make such a location feasible, the facilities must be located at the point of closest vehicular access.
- There must always be enough toilet paper kept in paper holders or dispensers for each seat.
- Toilet facilities must have adequate ventilation, appropriate screens, and self-closing doors that close and latch from the inside to ensure privacy.

Hand-washing facilities

A hand-washing facility must include an adequate supply of potable water, soap, and single-use towels.

You may not substitute chemical hand cleaners for the soap and water. There must be at least one hand-washing facility for every 20 workers or fewer. Hand-washing facilities must be next to the toilet facilities. You must provide a covered garbage container for used paper towels.

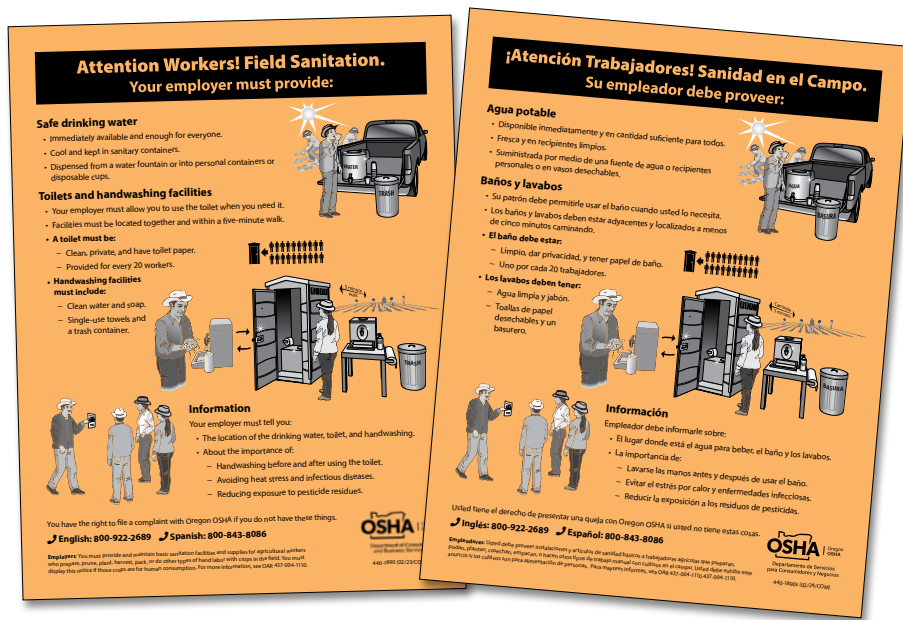
Field sanitation notice

You must post Oregon OSHA's [field sanitation notice](#) for workers who do hand labor on crops intended for human consumption. A good location to post the notice is at each toilet and hand-washing facility or where the field

workers congregate. Employers can order our field sanitation notice on weather-resistant paper [in English](#) and [in Spanish](#).

Employer's responsibilities

The employer must notify every employee of the location of the sanitation facilities required by [OAR 437-004-1110](#) and allow employees to use the sanitation facilities as needed. The employer must



train all field workers on good hygiene practices to minimize exposure to the hazards in the field including heat illness, communicable diseases, and exposure to pesticide residues. Include at least the following instruction in the training:

- Drink water frequently, especially on hot days.
- Use the facilities provided as frequently as necessary.
- Wash hands both before and after using the toilet.
- Wash hands before eating and smoking.

If field workers come in contact with pesticide-treated plants or soil, the additional requirements for training and decontamination in [Division 4/W, Worker Protection Standard](#) may apply.

Heat illness prevention

Employers must also follow the heat illness prevention requirements under 437-004-1131 whenever an employee performs work activities where the heat index equals or exceeds 80 degrees Fahrenheit. During such exposures, where the applicable requirements of that standard are more protective than the requirements of 437-004-1110, employers must follow the requirements that provide the higher level of protection.

Resources

This fact sheet provides general guidance about the major points of the field sanitation rule for agricultural hand-labor operations in the field. More information is available on Oregon OSHA's [sanitation topic page](#), including:

- Rule: [4/J, Work Environment](#)
- Posters: Field sanitation in [English](#) and [Spanish](#)
- Publication: [Safe practices when working around hazardous agricultural chemicals](#)
- [OAR 437-004-1110](#)
- [Interpretation](#) on waterless hand sanitizer use versus washing hands



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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.

