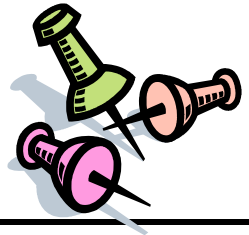




Safety Note

UNIVERSITY OF CALIFORNIA
AGRICULTURE AND NATURAL RESOURCES
ENVIRONMENTAL HEALTH AND SAFETY



Safety Note #110

NEW EMPLOYEE ORIENTATION: EH&S TRAINING



Information available from the U.S. Bureau of Labor Statistics indicates a total of 4.3 million nonfatal injuries and illnesses occurred in private industry workplaces during 2004. Data available from the National Agricultural Safety Database indicates there are approximately 100,000 agricultural-related nonfatal injuries every year.

California Code of Regulations Title 8, Section 3203 (a) (7) requires employers to provide new employees with environmental health and safety (EH&S) training on workplace procedures, processes, equipment, and hazards.

As part of the orientation process, all new employees shall review and understand the written workplace Injury and Illness Prevention Program and Building Evacuation Plan.

Supervisors and managers shall provide additional EH&S training that is specific to the position description of the new employee as follows:

1. Hazard Communication.

- Material Safety Data Sheets (MSDS) and container labeling information.
- Written hazard communication program.
- Descriptions of hazardous substances used in the workplace and appropriate employee personal protective equipment, work practices, and emergency procedures.
- Pesticide training requirements for agricultural field workers.
- If appropriate, Chemical Hygiene Plan review.
- If appropriate, bloodborne pathogen training.
- If appropriate, radiation safety awareness.
- Asbestos and lead-based paint notifications, where necessary.

2. Ergonomics.

- Continuous standing and sitting.
- Computer workstation.
- Repetitive motion.
- Lifting, pushing, pulling, bending, and climbing.
- Slips, trips, and falls.

3. General Safety Procedures and Awareness

- Workplace hazards, including confined space, electrical, hydraulic, and mechanical energy, domestic and wild animals, terrain, weather, and diseases.
- Personal protective equipment, including respiratory protection.
- Safe vehicle operation.
- Equipment and machinery safety.
- Hand and power tool safety.
- Agricultural crop or product processing operations.

All new employee orientation EH&S training shall be documented and maintained as part of the employee's training record. As an employee's position tasks change, the supervisor or manager shall review and update the employee's EH&S training requirements, as necessary.

Contact the ANR EH&S Office at (530)752-6024 for new employee (and other) EH&S training assistance and information, if needed.