



Farmworker Association of Florida



“Reducing Risk Exposure and Increasing Health and Safety Through Farmworker-Farmer Partnerships and Training”

Training Description and Information Sheet for Participating Agricultural Enterprises

Introduction: This information sheet is designed to describe our unique Risk Management Partnership and how it can improve health and safety in your agricultural operation. We look forward to working with you.

About the Project: Many producers of specialty crops and small farmers producing underserved commodities struggle to meet labor requirements and reduce risks of inadequate labor supply at critical production times. These producers are also affected by the high costs of workers compensation insurance, and the lack of liability and revenue protection insurance. The agricultural workplace has among the highest accident and injury rates in the nation with devastating impact on farmers and farmworkers, and their families. The partners in this project, funded by the USDA Risk Management Agency, hypothesize that there is a mutual benefit in developing a wider array of risk management tools that could reduce risk exposure, increase health and safety and meet related to farm labor supply.

Project Partners: The partnership is coordinated by the Rural Coalition/ Coalición Rural (RC), a Washington, DC- based 501-C-3 non profit organization with nearly 30 years of experience in serving its more than 80 diverse small farm and farmworker organizational members. Other partners include three farmworker organizations with expertise in worker health and safety, the Farmworker Association of Florida, the Border Agricultural Workers Project and Organizacion en California de Lideres Campesinas; Succeed Safety & Health Services, Inc., Star Alliance, a California-based insurance services company; Milliman USA, an actuarial firm based in San Francisco; and Dr. John Green, a social sciences researcher based at Delta State University in Cleveland, Mississippi.

Further Information: For Further Information, Contact Lorette Picciano, Rural Coalition, 1012 14th Street NW Suite 1100, Washington, DC 20005, lpicciano@ruralco.org, or visit www.ruralco.org.

Training Goals: Our goal is to assist agricultural enterprises to create a culture of safety in the workplace with proactive involvement of management and workers.

What We Provide: We will provide a confidential analysis of the current status of job safety in your workplace; a training for workers, including certification in EPA worker protection

standards; an assessment and mapping of the workplace with management and workers and the opportunity to develop a proactive safety plan; and recommendations for follow-up.

The overview of the training is presented below. We request a two-hour session with management at which time we will schedule 6-hour training sessions with workers in groups of 25 as suited to the needs of the workplace. A final two-hour session will allow joint activities and interaction between workers and management on shared goals.

Working with our partner, Succeed Health and Safety Services, the employer will also receive an initial and confidential review of Workers Compensation data over the two years prior to the training, with a follow-up one year after the training. This data will remain confidential, but the analysis will be provided to the employer at the end of the project.

The data will also be compared to similar workplaces who receive the workers compensation review only but no training. These participants will have the possibility of training to be scheduled in future years.

Your Role: The Agricultural Employer is asked to:

- 1) Share Worker's Compensation data with Milliman USA before and one year after the training.
- 2) Participate in one two-hour session with our research and training team to analyze jobs and any safety gaps.
- 3) Schedule and hold trainings of 6 hours for all workers.
- 4) Schedule and hold a final 2 hour session with workers and management to develop a shared safety plan. A final celebration and provision of certificates is included.
- 5) Participate in a qualitative and quantitative evaluation.

Overview of the Risk Reduction and Increasing Workplace Health and Safety Management Tool

SESSION I: Job Safety and Risk Analysis and Improving Behavior-Based Safety

Time needed: 2 Hours

Participants: Project Training Team (includes representatives from project partners listed above) and Workplace Management

Prior to this session, management will be asked to share workers compensation data with our actuarial partner. A loss control report will be provided for review at this session.

Star Alliance Insurance Services Representatives will use SUCCEED's Web-Based online Risk Management Platform called LossFree Rx to conduct a "Gap Analysis" to analyze current safety programs and identify and prioritize needed actions. This analysis will provide information to help the training team develop the most effective training approach and facilitate the development of a proactive approach to minimizing losses. From this process, a specific action

plan will be developed, identifying areas where enhancements can be made to the operation's workers compensation/ safety and health programs.

Following the *GAP-Analysis*, a *Job Safety Analysis* will be performed to identify specific critical safety behaviors by job. The use of the *LossFree Rx platform* to track and document services and trainings completed will be demonstrated and will allow the selection of custom categories such as standard procedures, Best Practices, sample policies, safety content, etc. The site will be customized to store and manage documents, including safety and health policies and additional web-based tools such as the Job Safety Analysis Tool (*JSA*), the Certificate of Insurance Tracking Tool (*COI Track*), the Employee Training & Incident Tracking Tool (*Performance Track*), and **Material Safety Data Sheet** management platform. A Simple Safety Observation is then provided to identify critical safety behaviors and to work towards a safety culture within an organization.

The JSA process will allow creation of a Behavior Based Safety (BBS) process that can be implemented and managed internally in the workplace by both supervisors and employees, as opposed to just an audit tool used by a consultant. The process enhances the ability to identify behaviors that either improve or detract from the organization's culture of safety.

Following the GAP and Job Safety Analysis, the training team will review the overall training protocol and any suggested adaptations to meet the needs of the particular workplace. Mutually agreed upon dates for full training of all employees will be identified and scheduled.

SESSION II: Building a Culture of Safety Health and Safety Training

Time needed: 6 Hours (Training conducted in workplace simultaneously in groups of 18-25)

Participants: Project Training Team (includes representatives from project partners listed above) and All Workplace Managers and Employees

PART 1: Building a Culture of Safety

Goals:

- Building Productive Relationship Between Management and Workers by Understanding Cultures and Worker Frame of Reference to workplace
- Establishing an effective communication process that take into account culture and language realities

Training Elements:

1. Explore the cultural perspective of the workers, to make them feel comfortable and at ease.

2. Conduct a separate section to build understanding of the managers on the importance of culture to the management and how it is an important part of the lives of the farmworkers.
3. Explore Language and Learner Characteristics and Attitudes and Behaviors – workers reality and their view of employee relationships and vice versa
4. Develop strategies to improve communication in the workplace.
5. Pre and Post tests will be administered.

PART 2: Health and Safety Training

Goals:

- Improve capacity of workers to be responsible to protect their lives and health in the work place (health and safety and pesticides), abide by regulations, and decrease losses and insurance costs.
- Increase accident education for the managers/owners to improve the safety of the workers.

Training elements:

1. Introduction to the program
2. Environment
3. Sanitation for the workers
4. Proper clothing and Protective equipment
5. Pesticide Safety

The Pesticide Training Module used is the one created by the Farmworker Health and Safety Institute, and subsequently approved by the Environmental Protection Agency (EPA). This EPA approval allows the workers to receive a Worker Verification Card from EPA card indicating that those workers do not need to be re-trained for another 5 years depending on current Federal and State law.

Because this Pesticide Training Module must be conducted as approved, those providing the training have been previously been trained and certified by the Farmworker Health and Safety Institute through two of its master trainers. Farmworker Association of Florida has 2 master trainers and all other trainers have received the training and are certified to conduct the Pesticide Trainings and to distribute EPA cards.

The trainings are meant to be interactive. Therefore, there should be no more than 18 participants at any given session so as to allow for full participation. The trainings must be conducted in the language of the participants in order to allow for this participation. The room should be set up in such a way as to encourage conversation and participation.

The trainings are based on the belief that farmworkers already have some knowledge about pesticides; the trainings are conducted in such a way as to tap into that knowledge and expand on it. The trainings use a great deal of role-playing, conversations among the workers and trainers,

and visual materials in order to maintain interest and involve the participants. Because of the high level of involvement and the respectful way in which the workers are treated, they have their knowledge supported and learn from each other and the trainers at a much higher level than with many other pesticide training programs.

The managers also receive the health and safety training in order to educate them about their responsibilities. This has proven helpful, since it enables the farmers to better understand what they need to do, and why they need to do it.

Actual Training

Initially the workers are asked to complete an oral Pre-test in order to identify the knowledge that they have regarding health and safety prior to the training. One of the trainers maintains a record of the responses.

Once this Pre-test is completed, the trainers begin the actual training, which generally lasts between 1 ½ hours.

The following is a brief summary of the various aspects of the issues covered in the training:

- what are pesticides (and other chemicals) and why are they used
- symptoms and types of pesticide poisonings
- how pesticides enter the body and how they can affect workers
- field sanitation required
- work clothing
- protections in the workplace and home
- laws regarding the type of agricultural situation, restrictions on entry after using pesticides and the type of pesticides used in that industry or situation
- knowing legal standards and rights and how to work together to assure these are met in the workplace.

The areas listed above are covered in many conventional types of trainings. However, the type of interactive training employed here is based on popular education methods that are found to be highly effective in educating adults, especially those of limited formal education. Since this type of educational method is often not used in most training programs, trainers are certified by FHSI in order to insure the correct use of this methodology.

SESSION III: Workplace Mapping Recommendations and Follow-up Plan Evaluation and Celebration

Time needed: 2-3 Hours

Participants: Project Training Team (includes representatives from project partners listed above) and All Workplace Managers and Employees

Session III may be conducted in conjunction with or the day following the Session II training, or at a mutually agreed later date.

Goals:

- Develop an ongoing workplace assessment program and workplace culture that capacitates workers and supervisors to be proactive in identifying and preventing dangers/hazards
- Establish a follow-up plan or process to mitigate and respond to accident and injury with established line of communication
- Celebrate and Evaluate Achievements

Part 1: On-site Mapping for Identification of Potential Sources of Injury in the Workplace

The third aspect of the Risk Management Reduction Program involves conducting an exercise at the work site with the workers and farmers involved. The purpose of this session is to conduct a review following the training to allow workers and management to identify physical and chemical dangers at the workplace.

FHSI has developed this interactive exercise that relies heavily on the participation of the workers and the management. In general, a diagram of the workplace is developed, dangers are identified and methods for improvement are proposed. The mapping exercise also allows the application of the skills and knowledge gained in the training process and interaction of workers and management.

Part 2: Recommendations and Improvements to Build a Culture of Safety

Once dangers are identified on the mapping chart, the farmworkers and managers confer with one another in small groups to recommend necessary changes based on current laws and to propose proactive methods and practices to improve the workplace.

The training team will also share recommendations from their observations and provide a follow-up plan based on the proposals of the workers and managers.

Strategies: 1, Description of a Proactive Safety Program (an over view)
2. Use a standard language
3. Review of Local and State regulations and compliance.

Part 3: Evaluation, Celebration and Awards

The final session will include the awarding of EPA certifications as well as training certificates to all participants.

Safety materials summarizing practices and requirements will be provided in appropriate languages.

Farmworkers and managers will provide feedback and evaluation on the importance of the training, the benefits to management and to the workers, and on improvements that could be made in the training program.

FOLLOW-UP EVALUATION: Approximately one year after the completion of the training, representatives of the training team will revisit the worksite and conduct a 1-2 hour follow-up evaluation. The training team will review quantitative changes in injuries and losses and qualitative changes in the culture and morale in the workplace.



The tools in this program were developed in a partnership with support from the USDA Risk Management Agency.

