

U.S Environmental Protection Agency
WORKER PROTECTION STANDARD
員工保護標準

WPS FLIPCHART
Pesticide Safety Training for Agricultural Workers

WPS 配套掛圖
農工農藥安全訓練



SAFETY TRAINING FOR AGRICULTURAL WORKERS
PROTECT YOURSELF FROM PESTICIDES


農工安全訓練
保護你以防接觸農藥

EPA has approved this material for training workers on pesticide safety in accordance with the 2015 WPS (40 CR 170).
The approval number is EPA Worker PST 00009.

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EPA's goals with training materials is to ensure that workers and handlers receive clear, accurate information about how they can protect themselves (and others, in the case of handlers) from pesticides, and what their employers must do to protect them (and therefore the worker and handler should heed their employer's directions). EPA has carefully reviewed the materials provided for review, and we recognize that once the materials for 2018 are approved they may be used for many years and in many trainings. It is extremely important that they are of high quality and present information accurately, because of their role in providing critical self-protective information to workers and handlers.



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Hello everyone!

My name is _____ and

I am the _____ (job title)

at _____ (where you work).

Thanks for attending this important training.

- Can everyone HEAR me?
- Can everyone SEE the picture?
- Please stop me and tell me if you do not understand something.

OBJECTIVE OF TRAINING:

Today I will provide you with the **Worker Protection Standard (WPS)** pesticide safety training for agricultural workers.

We will go over ways to keep yourself and others safe from pesticide exposure.



大家好！

我的名字是 _____ 而

我的職稱是 _____ (職稱)

我在 _____ (你工作地點) 工作

謝謝大家參加此重要的訓練。

- 大家都可以聽到我說話嗎？
- 大家都可以看到圖片嗎？
- 如你有什麼不明白、請打斷並告訴我。

訓練的目的：

今天我想為大家做一個農工使用農藥的員工保護標準 (WPS) 訓練。

我們將談談保護你和其他人、免於接觸農藥的方法。

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How many of you have received training in the past on how to protect yourselves from pesticides?

?

你們有多少人在過去曾接受保護自己不受農藥危及的訓練？

IMPORTANT: By law, your employer needs to provide you with pesticide safety training before you begin work in an area where you may encounter pesticides or their residues.

- Today's training covers these requirements.
- Agricultural workers must receive this training **every year**.

要點： 根據法律、你的僱主需要在你開始可能接觸到農藥或農藥殘留的工作之前、為你提供農藥的安全訓練。

- 今天的訓練包括這些規定。
- 農工必須每年接受此訓練。

?

What are PESTICIDES?

Pesticides are chemicals used to kill, repel or control pests, like insects and weeds, but they can also hurt – or even kill – people.

The law helps protect you from pesticides and pesticide residues found at your work. You can also protect yourself and others by learning about pesticide safety.

?

什麼是農藥？

農藥是用於殺滅、驅散或控制害蟲例如昆蟲和野草的化學品、但它們亦會傷及一或甚至殺害一人們。

法律幫助保護你不被你工作中的農藥或農藥殘留侵害。你可以學習使用農藥安全知識來保護自己和其他人。





What are PESTICIDE RESIDUES?

Pesticide residues are pesticides that may remain long after being applied.

- Pesticide residues can remain on plants, produce, and equipment many days after pesticides are applied.
- Sometimes you can see and feel the residues like a white sticky substance or light powder.
- On other occasions you may not see the residues but that does not mean they are not there.

Suggested Activity:

- ★ Black Light Demonstration (if it's dark or you can control lighting)
- ★ Baby Powder & Fake Fruit Demonstration

IMPORTANT: Pesticides can be harmful to your health. Your employer is required to apply pesticides in a safe manner, keep you out of areas during pesticide treatment and under restriction. Also, employers must provide you with the information and training you need to minimize your exposure to pesticides.

Your employer must warn you about areas where pesticides have been applied. This information can be found in the application records at the central location. We'll talk more about this information later today.



什麼是農藥？

農藥殘留是農藥使用後即便經過長時間還可能留下的殘餘部分。

- 農藥殘留可以在使用後很多天、依然留在植物、農作物和設備上。
- 有時你可以看到和感覺到殘留-像白色的粘物或淺色的粉末。
- 有時你可能看不到殘留但並不表示它們不存在。

建議活動：

- ★ 黑光示範（如果是環境暗黑或你可以控制照明）
- ★ 嬰兒爽身粉和假水果示範

要點：農藥可對你的健康造成傷害。你的僱主需要以安全的方法使用農藥、在使用農藥時、和之後的禁入時段讓你在地區以外。此外、僱主必須提供資料和所需的訓練、使你接觸農藥的機會減至最少。

你的僱主必須警告你什麼地方已使用農藥。此資料可在工作中心的應用紀錄中找到。我們今天稍後將會談到此點。

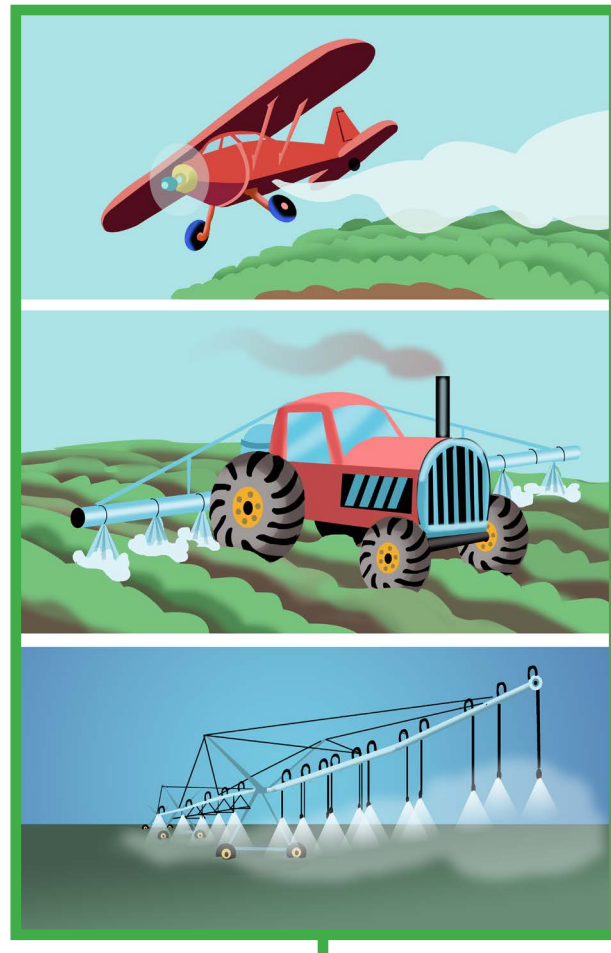




How are pesticides applied at work?

Pesticides can be applied in many different ways, such as:

- Spraying from airplanes or tractors
- Backpack sprayers
- Pellets dropped around the plants
- In the form of a gas applied under a tarp or in a greenhouse



在工作中是如何使用農藥的？

使用農藥有多種方法、例如：

- 用飛機或拖拉機噴射
- 背包式噴霧機
- 在植物周圍置放小球
- 在防水布或溫室裡面以氣體的形式使用

IMPORTANT: In order to mix, load, assist in the application or apply pesticides you must be at least 18 years old, an EPA-approved handler, have received safety training and be trained and equipped for specific handler tasks.

要點：要混和、裝載和協助使用或使用農藥時、你必須至少18歲、是一名經環保署批准的農藥使用者、曾接受過安全訓練和特定的使用者任務的訓練、並配有其裝備。



Do you know what PESTICIDE DRIFT is?

Pesticide drift is the movement of pesticide dust or droplets through the air. This movement can happen during application or soon after and may land on workers or other persons who are nearby.



你知道農藥飄移的意思嗎？

農藥飄移是農藥塵埃或農藥液滴在空氣中移動。此移動可在噴灑時或之後不久發生、並可落在附近的員工和其他人身上。

IMPORTANT: Stay out of areas where pesticides are being applied. If pesticides drift to where you are working, get out of the area right away!

要點：離開使用農藥的地方。如你工作的地方有農藥飄移過來、請即時離開該處！

Suggested Activity:

- ★ Baby Powder & Air Demonstration

建議活動：

- ★ 嬰孩爽身粉和空氣示範



Where can you find pesticides at work?

At work, pesticides or their residues can be found on plants, produce, soil, tractors, application equipment, chemigation equipment, used Personal Protective Equipment (PPE).

Pesticides or their residues can also be on other items in your workspace, such as pots, benches, trays, etc. You may not be able to see the pesticides as I said earlier, but they can be there.

Pesticides can also be in **irrigation water** and on **irrigation equipment**. Pesticides can be found in **storage areas, and in places where pesticides are mixed and loaded for application.**

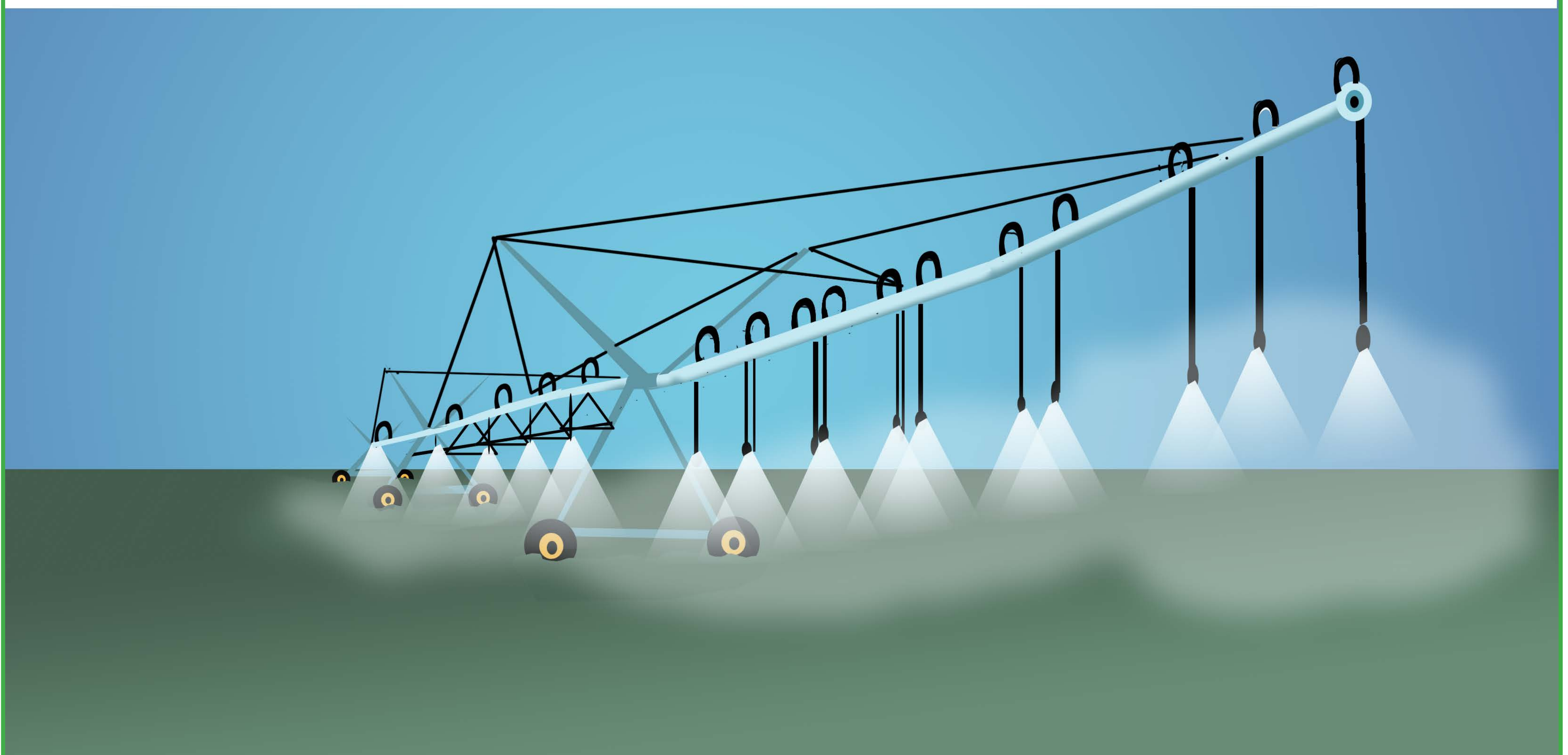
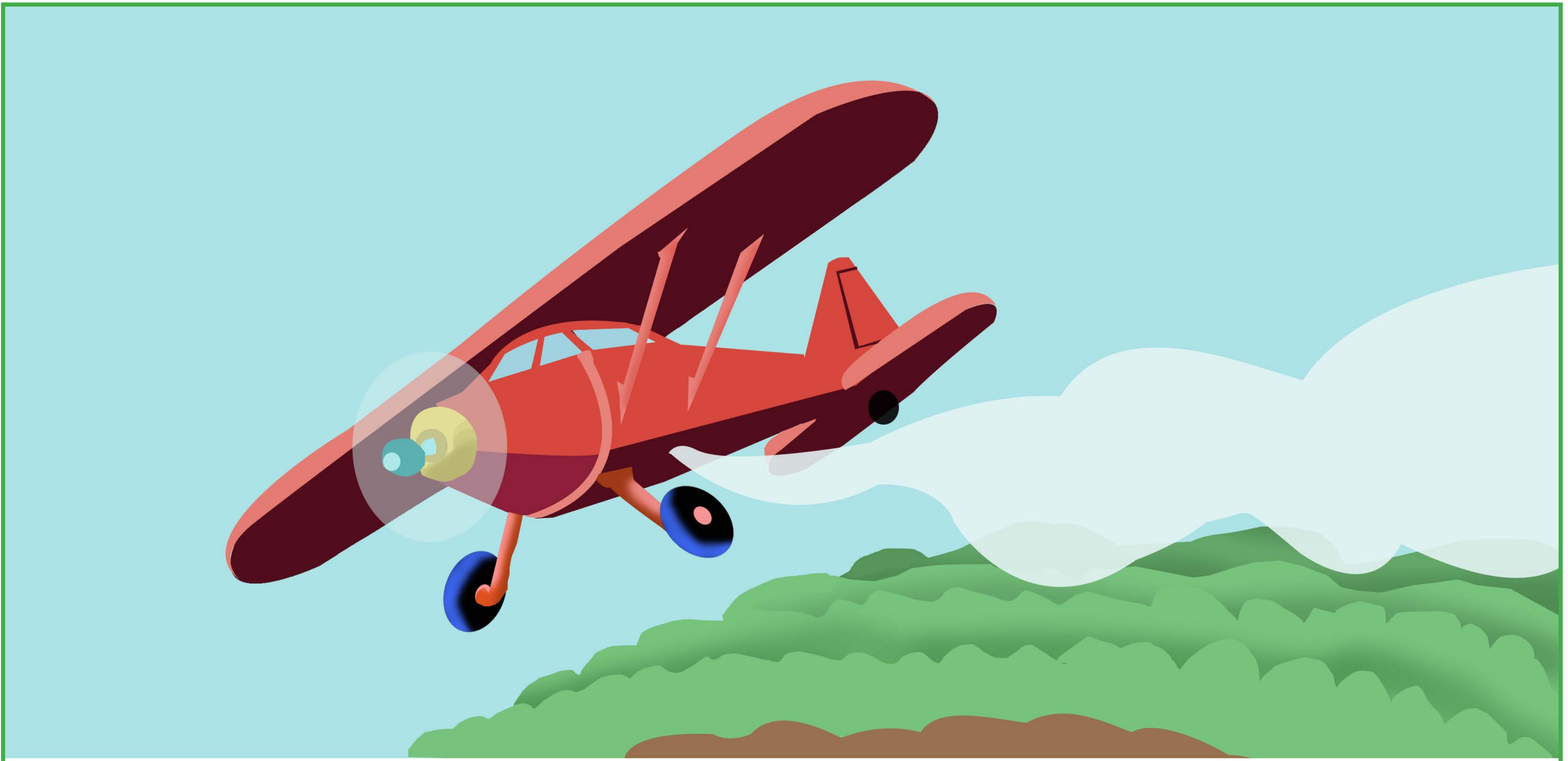


你在工作的什麼地方可以找到農藥？

在工作地點、農藥或農藥殘留可在植物、農產品、土壤、拖拉機、應用設備、化學灌溉設備、和已用過的個人保護裝置（PPE）上找到。

農藥或它們的殘留亦可在你工作的其他地方找到、例如鍋、座椅、盆等。像我較早前說、你可能無法看到農藥、但它們可以存留在那裡。

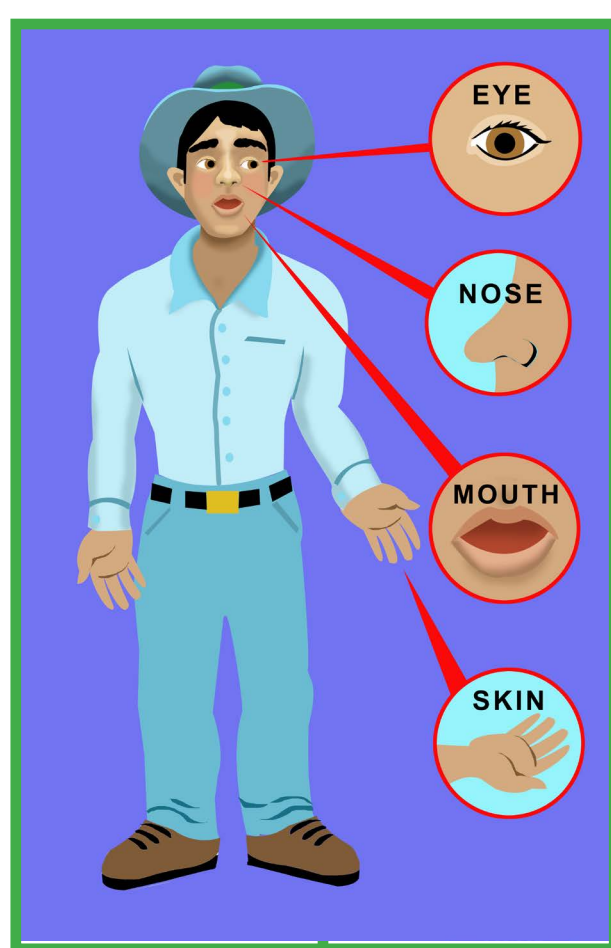
農藥亦可以見之於灌溉水裡和灌溉設備上面。農藥可以在儲物間、在應用時混合和載裝的地方發現。



Pesticides can be dangerous for your health if you are not protected from exposure.



Do you know how pesticides can enter your body?



如你不做保護而接觸到農藥、那麼它們可以危害到你的健康。



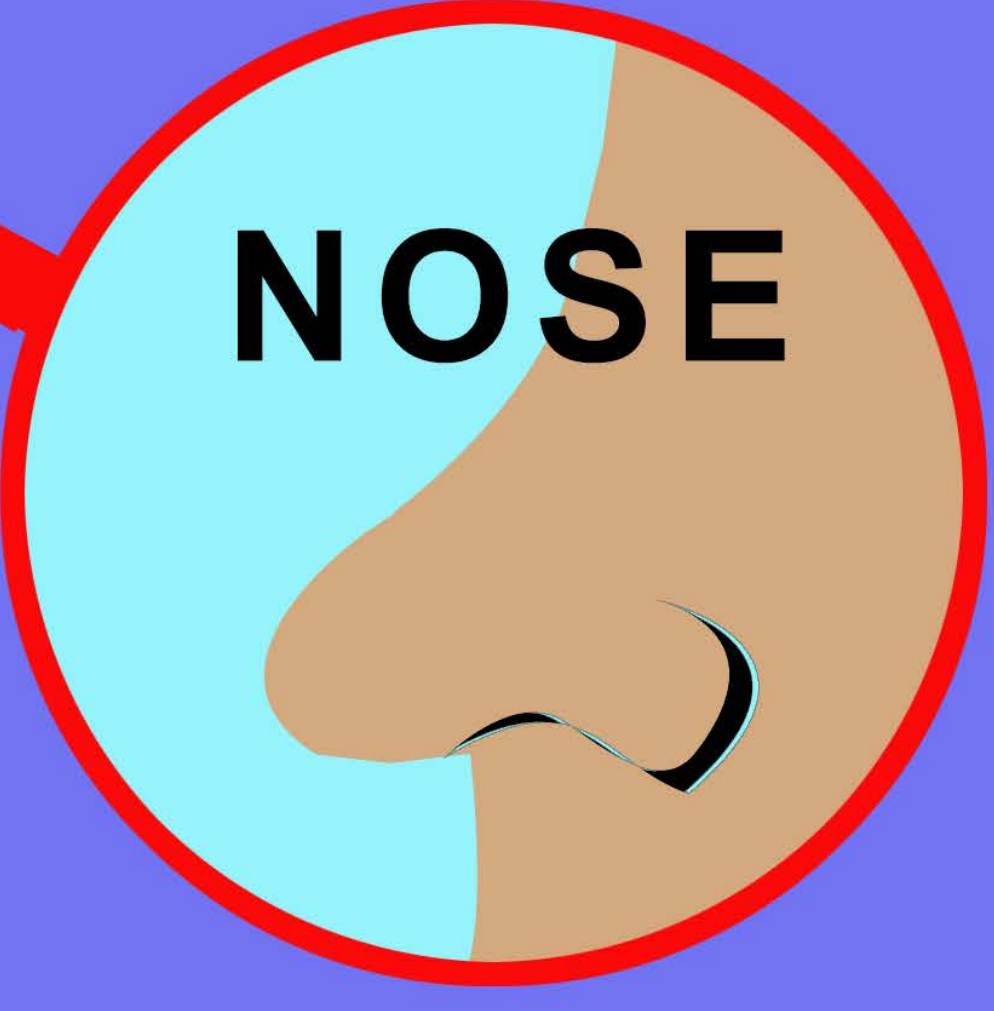
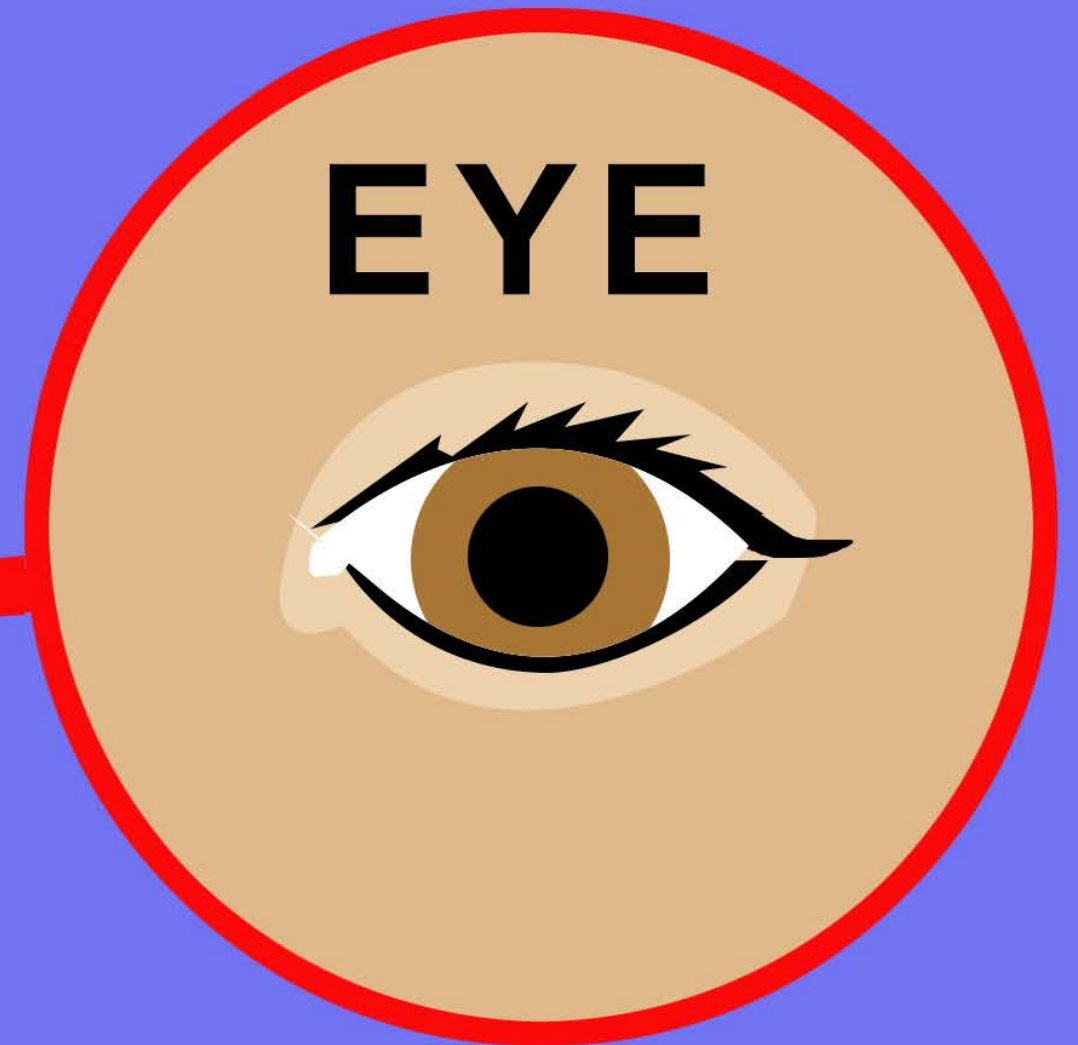
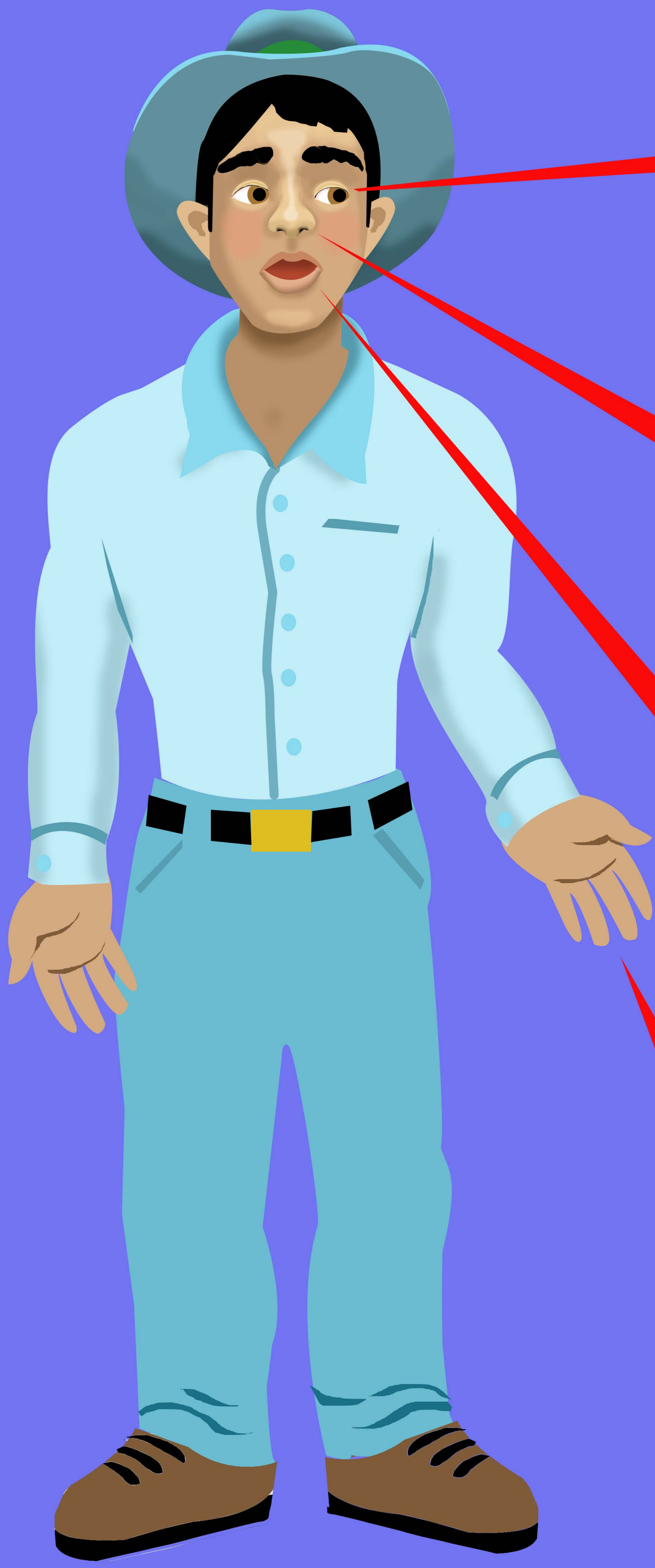
你知不知道農藥可進入你的身體？

Pesticides can enter your body through your:

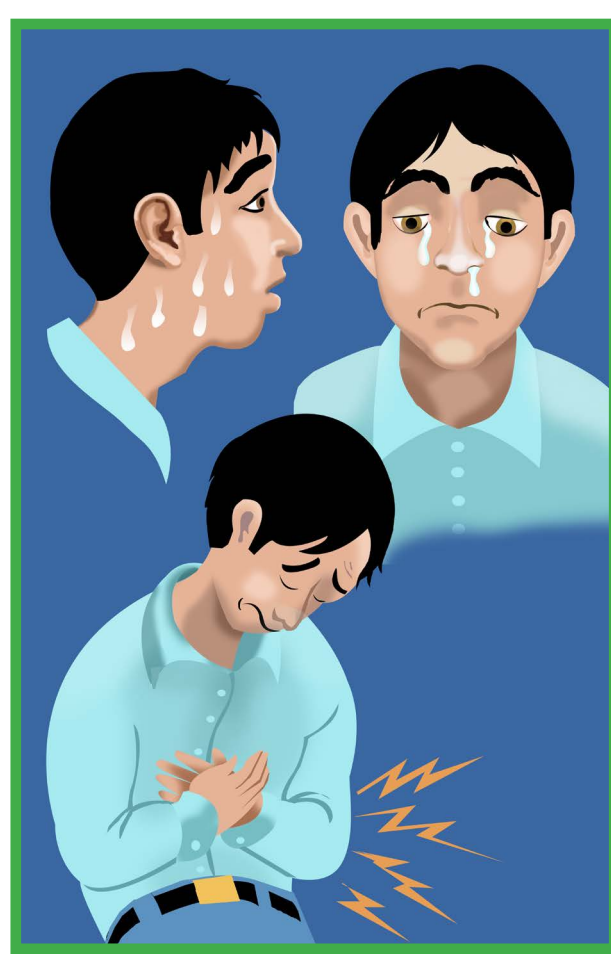
- Eyes
- Nose
- Mouth
- Skin

農藥可以從以下的身體部份進入你體內：

- 眼睛
- 鼻子
- 口
- 皮膚



If a pesticide gets on you or inside your body, you might suffer from **Pesticide Poisoning**.



如農藥進入或已在你的體內、你可能有農藥中毒。



Do you know about the health effects from pesticide exposure?

Pesticide exposure can cause **short** and/ or **long** term health effects.

Short-term or acute health effects are symptoms that you may experience immediately or within a few hours of exposure. As shown on the flipchart, these symptoms include:

- Skin rash
- Irritation of nose, throat or eyes
- Drooling or runny nose
- Sweating more than usual
- Dizziness, confusion, nausea, vomiting
- In rare cases, seizure, coma, and death

Long-term or chronic health effects are symptoms that you may experience weeks, months or years after repeated, low-dose exposure to pesticides. These include:

- Cancers
- Asthma
- Reproductive health problems, including infertility, miscarriage, and birth defects



What are delayed effects from pesticide exposure?

Delayed effects may be from an acute or chronic exposure. The effects may not appear for months, years, or even decades after exposure to the pesticide. An example of a delayed effect may be a developmental problem in a child.



Do you know what SENSITIZATION is?

While working you might be exposed to pesticides on your skin and not feel any health effects at first. But you might become sensitive to certain pesticides. It's an allergic reaction, like what happens to people when they brush against poison ivy. In other words, you might not have any symptoms for a while, but you may one day have symptoms. Usually the symptoms are rashes and trouble breathing.



你知不知道接觸農藥對健康有什麼影響？

接觸農藥可帶來短期及／或長期的健康影響。

短期或急性健康影響是你可能立即或在接觸後幾個小時內體驗到的徵狀。如配套掛圖所示、這些徵狀包括：

- 皮膚發疹
- 鼻、喉或眼睛不適
- 流口水或流鼻涕
- 比平常更多汗
- 暈眩、意識模糊、作嘔、嘔吐
- 在稀有情況下、痙攣、昏迷、和死亡

長期或慢性的健康影響是你可能在重複接觸低劑量的農藥後幾個星期、或幾個月或幾年後才體驗到的徵狀。這包括：

- 癌症
- 哮喘
- 生殖健康問題、包括不育、流產和出生缺陷



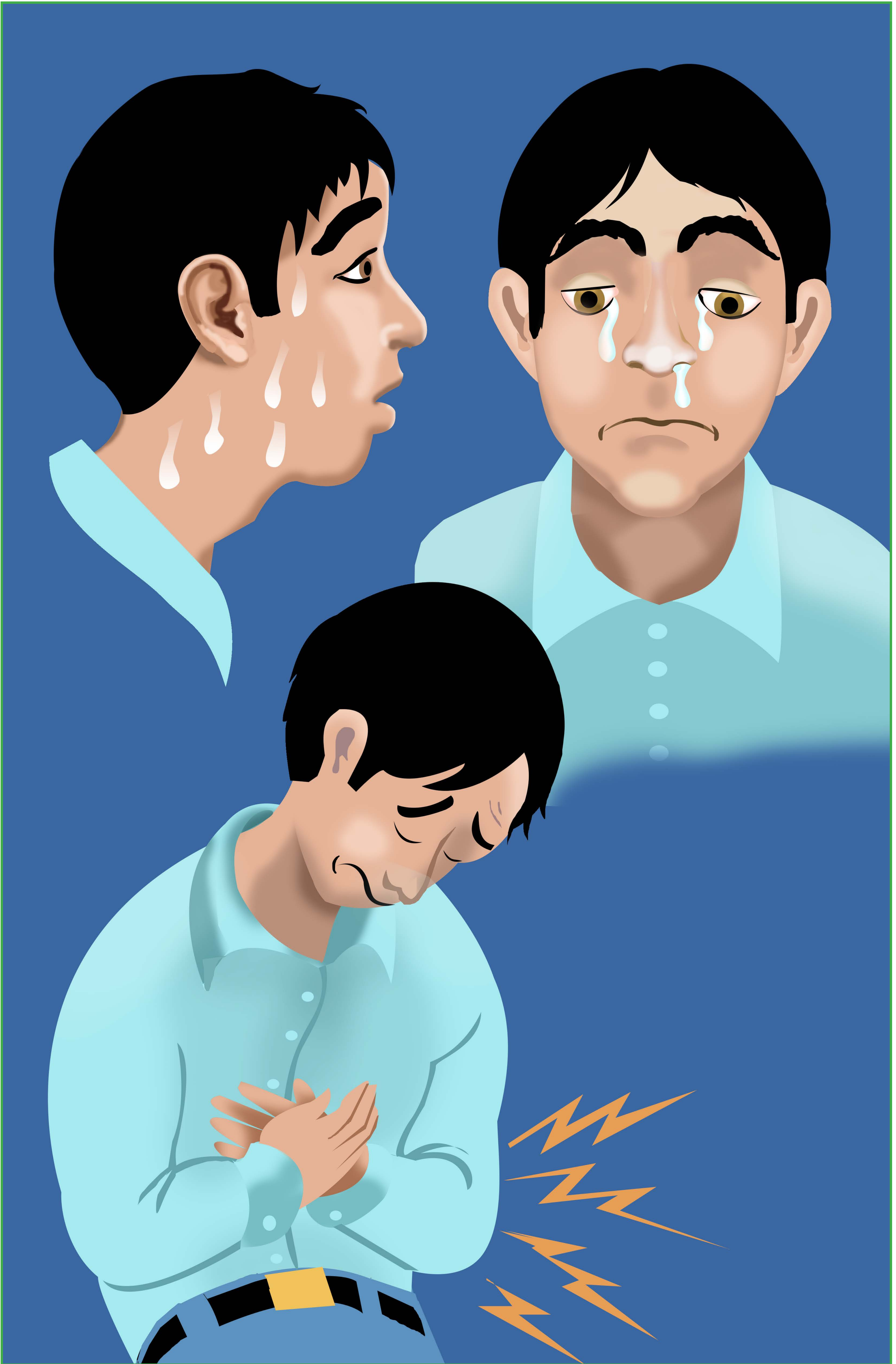
接觸農藥後有什麼延遲的影響？

延遲影響可以來自急性或慢性的接觸。接觸影響可能幾個月、幾年、甚至數十年未有出現。一個延遲的影響例子是孩子的發育問題。



你知不知道敏化作用是什麼？

在工作時你的皮膚可能接觸到農藥、而開始時你可能感覺不到任何健康影響。但你可能變得對某類農藥敏感。那是一種過敏的反應、像人們擦到有毒的常春藤一樣。換言之、你可能有一段時間完全無徵狀、但有一天徵狀出現。通常徵狀是皮疹和呼吸困難。



Being in contact with pesticides can be harmful, especially during pregnancy.

Pregnant women exposed to pesticides may put their health and the health of their unborn child at risk.

Exposure to pesticides during pregnancy may lead to miscarriages, pre-term births, and low birth weight.

Pesticides can also cause harm to children because their systems are still developing and their bodies are small.

Pregnant mothers risk pesticide exposure from their worker spouses. It is important for everyone in the household to take precautions to reduce their exposure to pesticides.

IMPORTANT: There are hazards to children and pregnant women from pesticide-treated areas. It is important to keep children and non-working family members away from areas treated with pesticides.



接觸到農藥可以是有害的、特別在懷孕的時候。

懷孕婦女接觸到農藥、可能危害到她們和她們未出生嬰孩的健康。

在懷孕時接觸到農藥可引致流產、未足月生產、和出生時體重不足。

農藥可引致兒童受害、因為他們仍在發育、並且他們的身體幼小。

懷孕母親、有可能從他們的員工配偶那裡接觸到農藥。重要的是家庭每個成員均採取安全措施、以減少接觸農藥的機會。

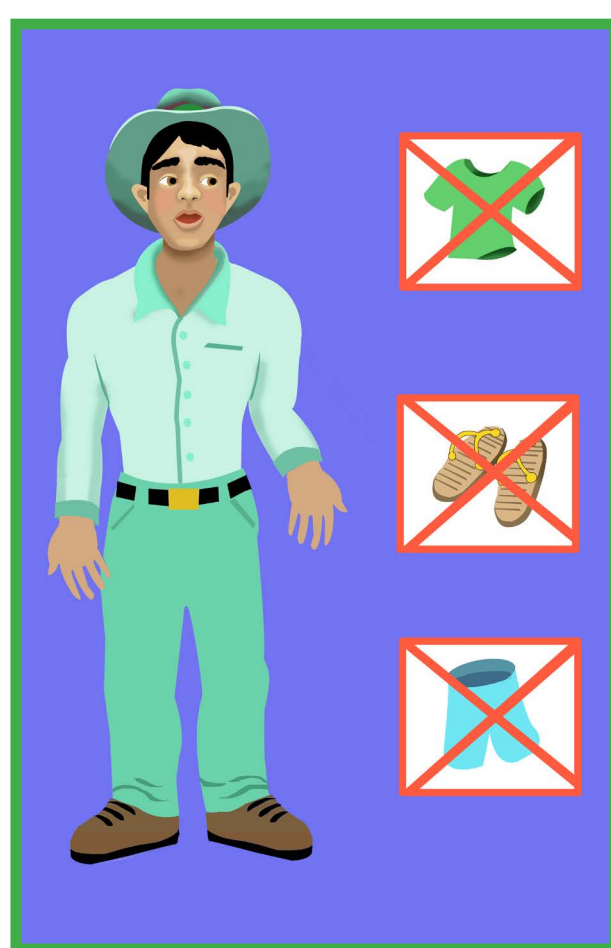
要點：農藥處理區對兒童和懷孕婦女有危險。重要的是不要讓孩子和非工作的家人留在用農藥處理的地方。



Taking precautions is very important to avoid pesticide exposure.



How can you protect yourself from pesticide exposure at work?



做預防措施對避免接觸到農藥是十分重要的。



**你如何可保護自己在工作
中不會接觸到農藥？**

At WORK you should:

- Wear clean clothes to work each day
- Wear long pants
- Wear long-sleeved shirts
- Wear closed-toe shoes or boots with clean socks

You may also protect yourself by:

- Covering your neck and mouth with a bandana
- Wearing your own clean gloves while working
- Wearing a clean hat each day or one that can be washed daily

IMPORTANT: It is very important to wear clothes that cover most of your skin when you are working in areas where pesticides have been applied.

Suggested Activity:

- ★ Adequate work clothing demonstration

IMPORTANT: Pesticide handlers and early entry workers must wear the Personal Protective Equipment (PPE) as required on the pesticide label. Employers must provide the PPE.

在工作地點你應該：

- 每天穿清潔的衣物上班
- 穿長褲
- 穿長袖衣
- 穿不露趾鞋或靴和清潔的襪子

你亦可以這樣保護自己：

- 用圍巾包住你的頸和口
- 在工作時戴自己的清潔的手套
- 每天戴清潔的帽或每天有洗潔的帽

要點： 十分重要的是在有使用農藥的地方工作、要穿能蓋住你大部份皮膚的衣服。

建議活動：

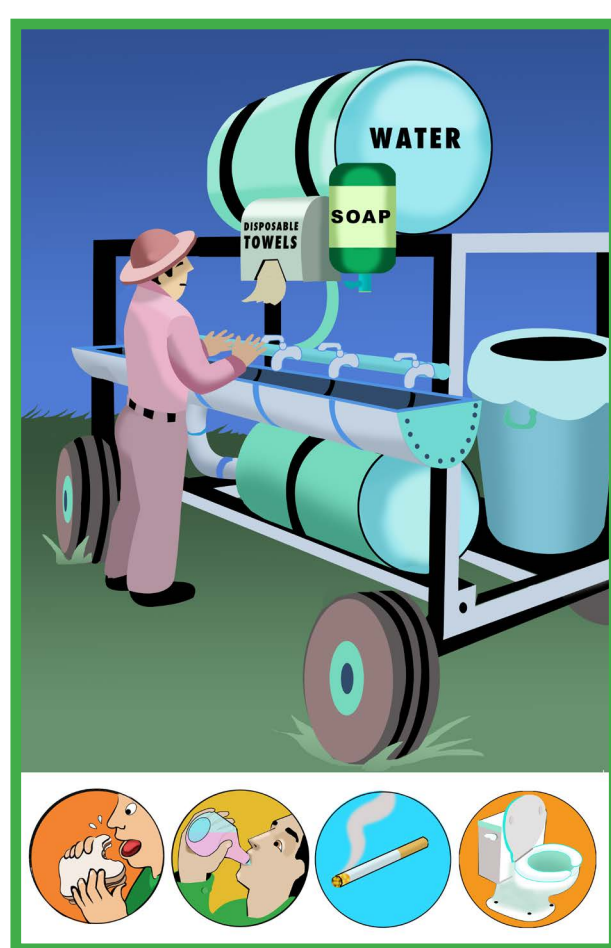
- ★ 足夠的工作衣服示範

要點： 農藥操作者和在禁入期進入田地的員工必須按農藥標籤上的規定、戴上個人保護裝置（PPE）。僱主必須提供PPE。



Another important way of reducing your exposure to pesticides is by washing your hands.

Employers must provide water, soap and disposable towels for washing up after you leave the area where there may be pesticides.



另一個減少接觸農藥的重要方法、是洗手。

僱主必須在你離開可能有農藥的地方後、提供水、肥皂和即用即棄的紙巾清洗雙手。

?

When should you wash your hands?

You should make a habit of washing your hands with plenty of soap and water, especially:

- Before and after you use the restroom
- Before you **eat**
- Before you **drink**
- Before you smoke, **chew gum or tobacco**
- Before you use your **cell phone**

Make sure to dry your hands with a **disposable towel**.

Also, as soon as you can after working in a pesticide-treated area, wash or shower using soap, shampoo and water, and change into clean clothes.

Residues remaining on your work clothes can hold pesticides on your skin, and they can be absorbed, posing health risks over time.

Wash your work clothes before you wear them again to reduce this exposure.

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什麼時候你應洗手？

你應培養用很多肥皂和水洗手的習慣、特別是：

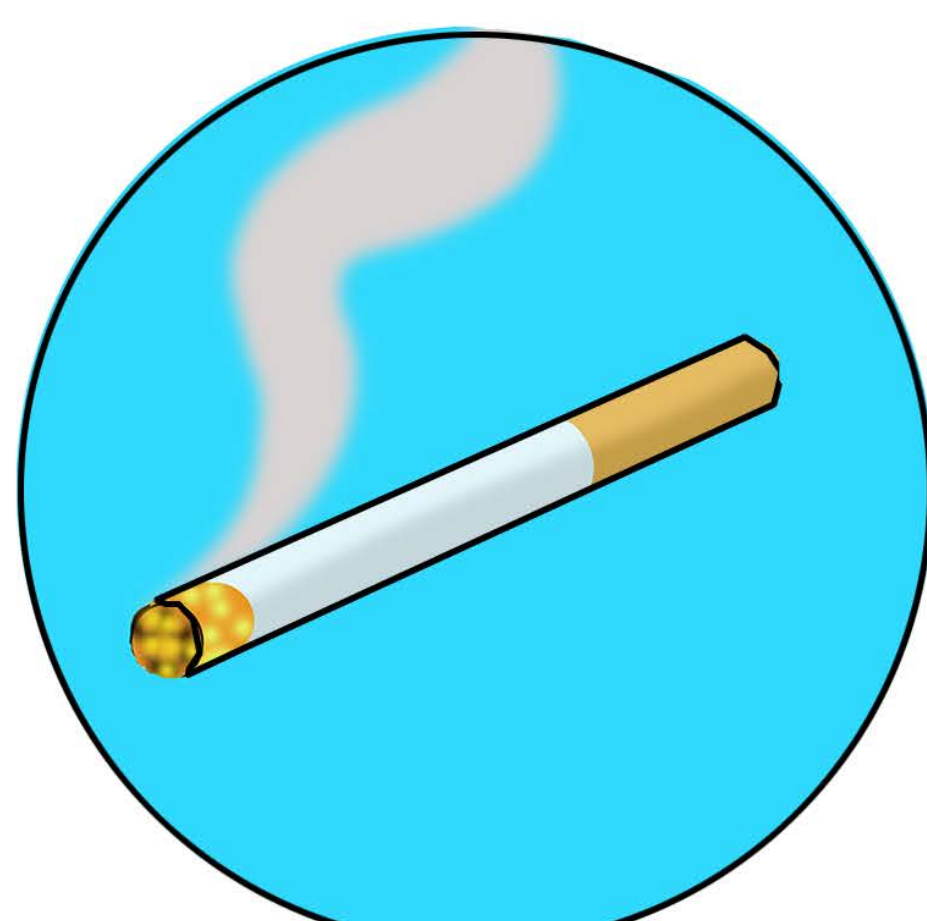
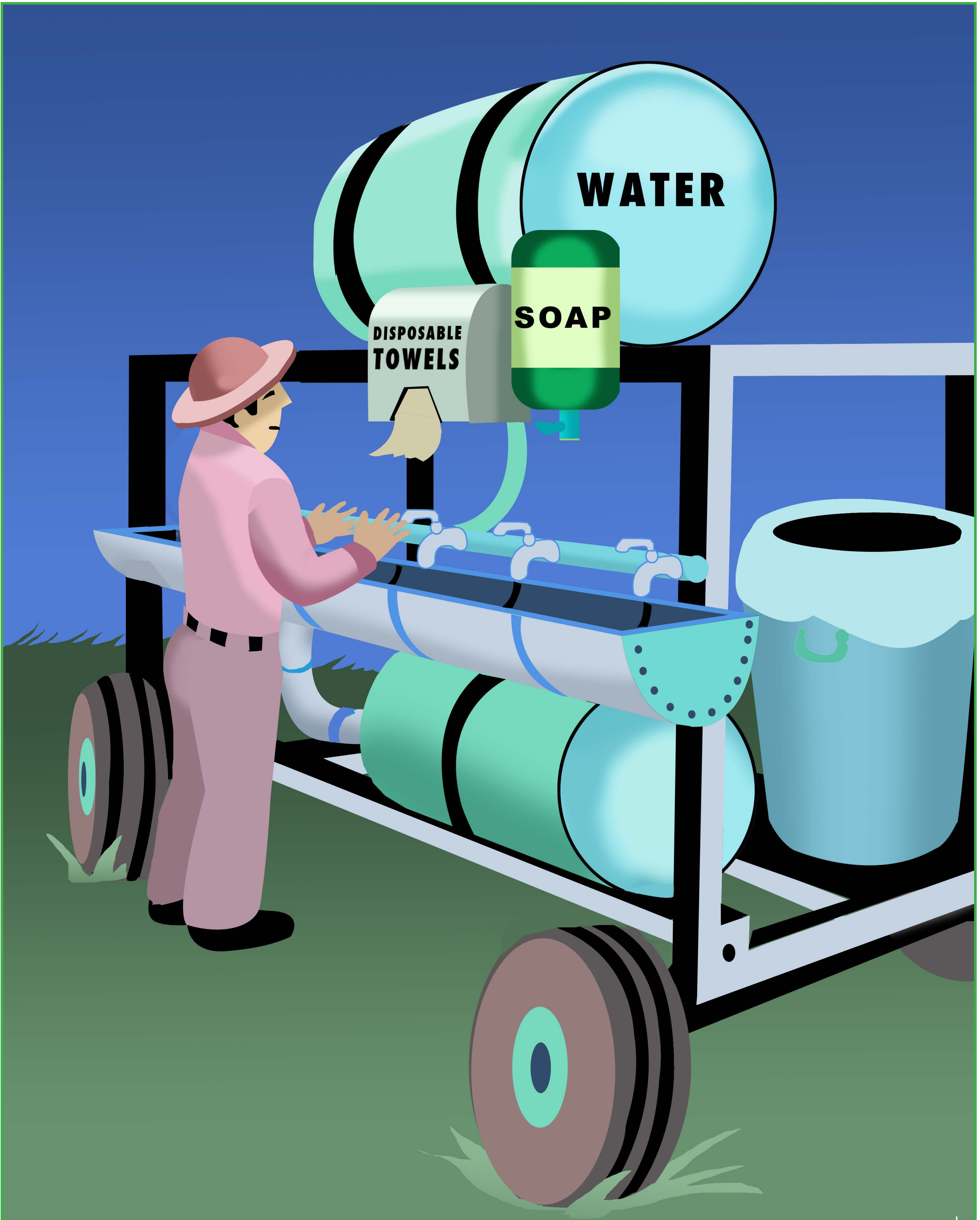
- 在你用洗手間之前和之後
- 在你進食之前
- 在你喝水之前
- 在你抽煙、嚼口香糖或菸草之前
- 在你使用手機之前

確保你用即用即棄的紙巾抹乾雙手。

同時、在農藥處理的地方工作之後儘快用肥皂、洗頭水和水洗浴或淋浴、然後更換清潔的衣服。

你工作服上的農藥殘留可以導致農藥留在你皮膚上面而被吸收、經過一段時間帶來健康風險。

在你再穿之前洗潔工作服以減少此接觸風險。



If someone swallows a pesticide:

- Get medical help as soon as possible!
- Call 9-1-1 or go to the doctor, if it's faster.
- Check the pesticide label or Safety Data Sheet (SDS), if handy, for first aid for ingestion because some poisonings can be made worse by making the person vomit.
- If readily available, give the SDS or the pesticide label to the doctor for proper treatment.



如有人吞入農藥：

- 儘快找醫療！
- 打911或者能更快的話、直接去看醫生。

If you get pesticides on your skin or clothes:

- Take off the clothes that have pesticides on them.
- Rinse your skin right away! Use the hand wash supplies or the nearest clean water, such as a stream, lake or other source, if the hand wash supplies are far away.
- Wash with soap and water and shampoo hair as soon as possible.
- Change into a clean set of clothing – don't put on the clothes that have pesticides on them.
- If you see a doctor, tell them any symptoms you have and what happened.

Your employer must post the address of the nearest medical facility at the central location. If pesticides drift on you while you are working, or if you get them on your skin any other way, you should wash them off right away using water and soap!

Suggested Activity:

- ★ Demonstrate the correct way of taking off a shirt contaminated with pesticides.

IMPORTANT: If you are exposed, or you think you have been exposed, to a pesticide while working, your employer has to get you to a medical facility and give information, including the SDS, product information, and details about the exposure to the doctors. Not all pesticides have the same first aid steps. That's why it is important to bring with you the name of the pesticide, the pesticide label and its Safety Data Sheet (SDS) in order to receive the right treatment.

- 如手邊有、查看農藥的標籤或安全數據表-SDS中有關吞入的急救方法、因為一些中毒如令該人嘔吐可能使病情更加惡化。
- 如隨時可備、給農藥醫生看SDS或農藥標籤以作正確的治療。

如你的皮膚或衣物接觸到農藥：

- 立即用洗手用品沖洗你的皮膚！如洗手用品在遠處、可用就近的清潔的水、例如溪澗、湖泊或其他水源。
- 儘快用肥皂、水和洗髮精洗潔。
- 更換全套清潔衣物、不要套在有農藥的衣服上面。
- 如你往看醫生、告訴他們你所有的徵狀和發生了什麼。

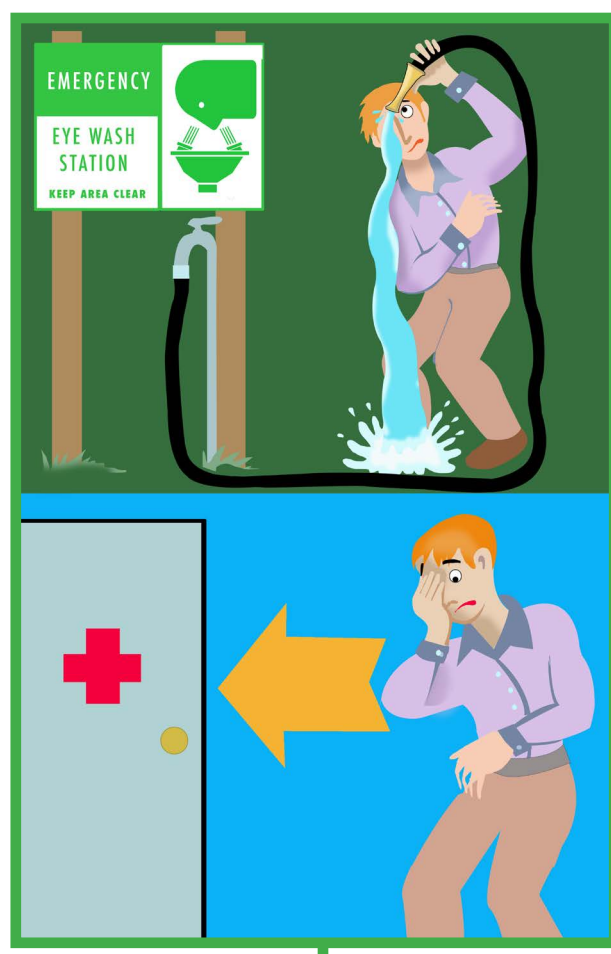
你的僱主必須在工作中心貼出最近的醫療設施的地址。如在你工作時農藥飄移在你身上、或如它們以任何方法接觸你的皮膚、你應立即用水和肥皂洗淨！

建議活動：

- ★ 示範脫掉污染有農藥的襯衣的方法。

要點：如你在工作時接觸或你認為你有接觸到農藥、你的僱主必須送你到醫院並醫生提供資料、包括SDS、產品資料和接觸的詳情。不是所有的農藥均有同樣的急救步驟。所以帶上農藥的名稱、標籤和安全數據說明（SDS）同往醫院非常重要、它們可以讓你得到正確的治療。





?

What should you do if you get pesticides in your eye?

Pesticides can cause serious damage to your eyes, a few can even cause blindness.

Eye damage can happen fast! If a pesticide gets in your eyes, you must take steps to remove the pesticide and get medical attention immediately.

Follow these steps:

- Hold your eye open with your fingers.
- Rinse eye for 15 minutes with a gentle stream of cool water, holding the affected eye lower than the other so it doesn't contaminate the unaffected eye.
- **Get medical help right away!**

Suggested Activity:

- ★ Demonstrate the correct way of rinsing contaminated eye

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如農藥進入你的眼睛你應怎辦？

農藥可嚴重的傷害你的眼睛、有少數情況可導致失明。

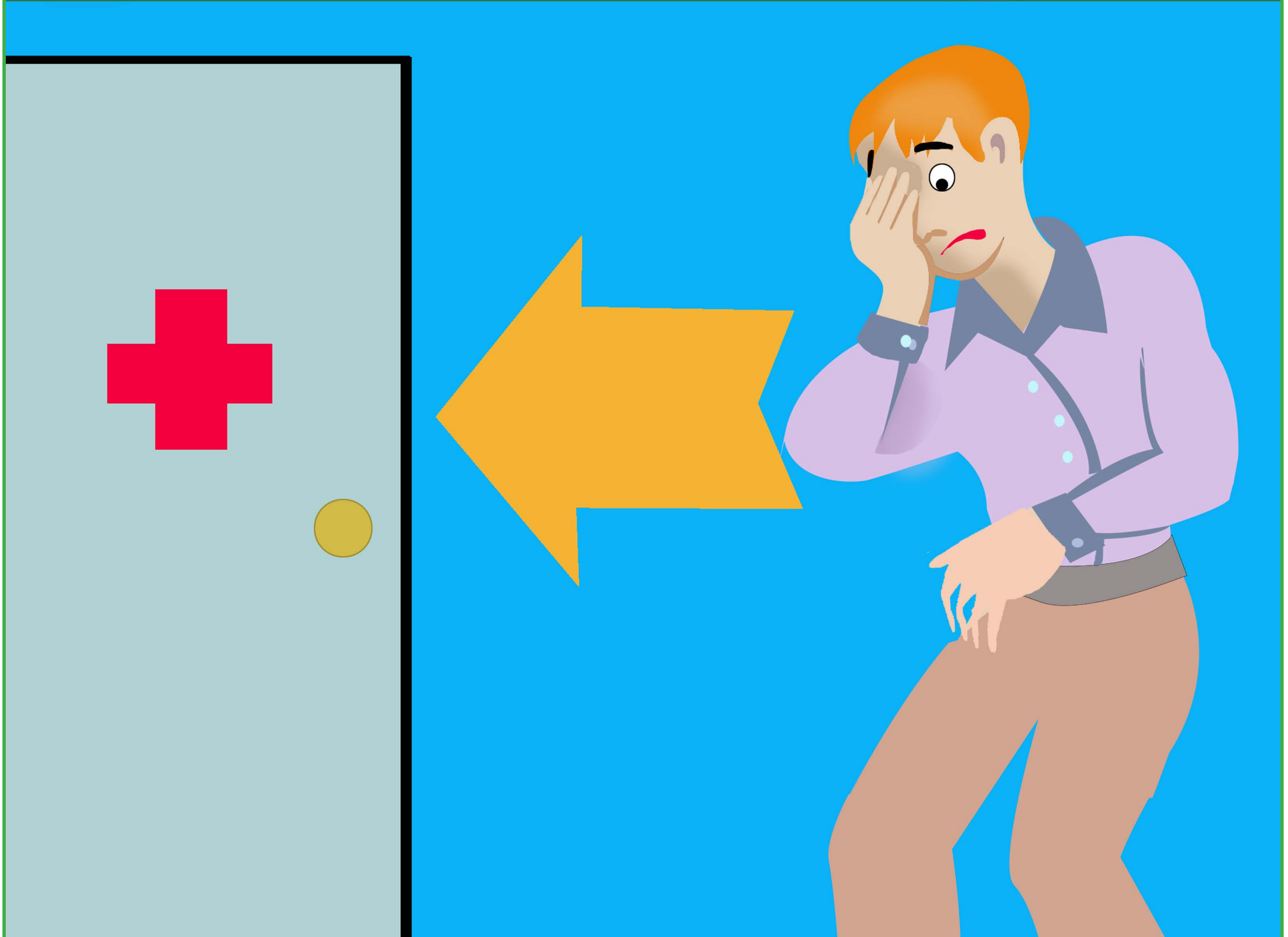
眼睛傷害可發生得很快！如農藥進入你的眼、你必須採取步驟清除農藥、和立即尋求醫療幫助。

按照護些步驟來做：

- 用你的手指撐開你的眼睛。
- 用緩速的冷水沖15分鐘、將受影響的眼睛保持在較低位置因而不會污染到沒有受影響的眼睛。
- 立即尋求醫療幫助！

建議活動：

- ★ 示範正確沖洗污染眼睛的方法。



If you are working in an enclosed area, like a greenhouse, get out into fresh air if you think you are being exposed to pesticide vapors, especially if you are feeling sick, dizzy, or are having trouble breathing.



如果你在一個封閉的地方工作、例如在溫室內、如你認為接觸到揮發的農藥、特別是當你感到不適、暈眩或呼吸有困難時、請走到外面有清新空氣的地方。

IMPORTANT: Never try to rescue someone who has passed out in an enclosed area unless you have special training and breathing equipment. You don't want to become the second victim. Find someone who can help.

要點：除非你有特別的訓練和呼吸設備、切勿嘗試在封閉地方救暈倒的人。你不想自己成為第二個受害者。找人幫忙。

If someone gets sick from breathing a pesticide, follow these steps:

如有人因吸入農藥感到不適、請按以下的步驟行事：

- Notify your employer.
- Get the victim to fresh air.
- Loosen his/her clothing.
- Call 9-1-1 for help.
- If there is a certified person to provide CPR, proceed to provide mouth-to-mouth if the worker is not breathing.

- 通知僱主。
- 將受害者移到有清新空氣的地方。
- 解鬆他們的衣服。
- 打911求救。
- 如有心肺復甦術執照的人、在員工無法呼吸時、請提供口對口的急救。

Remember, if someone passes out in an enclosed area, get help immediately. DON'T GO IN!

記住、如有人在封閉的地方內暈倒、立即尋找幫助。不要進入！





What should you do if you are suffering from pesticide poisoning?

Tell your employer immediately if you or someone else gets sick at work. If you begin to feel sick or if your skin, eyes, or throat hurt, get medical help right away.

If you believe you have been exposed to pesticides while working, and you need emergency medical treatment, your employer must:

- Make transportation available to you to an appropriate emergency medical facility.
- Provide to the treating medical personnel information related to each pesticide product to which you may have been exposed.

These include:

- Safety Data Sheet(s)
- Product name, EPA registration number, and active ingredient(s)
- Description of how the pesticide was used on the agricultural establishment
- Description of how you were exposed to the pesticide



如你因農藥中毒，你應做什麼？

如你或有其他人在工作中感到不適、立即告訴你的僱主。如你開始感到不適、或你的皮膚、眼睛或喉嚨有損、立即尋求醫療幫助。

如你認為你在工作時接觸到農藥、因而需要立即的醫療幫助、你的僱主必須：

- 提供交通工具送你到適當的醫院急救站。
- 給醫療人員提供你可能接觸到的每種農藥產品的有關資料。

這些包括：

- 安全數據表
- 產品名稱、EPA登記號碼、和活性成份
- 在農田如何使用農藥的說明
- 說明你如何接觸到農藥





How can I learn about what pesticides I have been exposed to at work?

While you are employed, you can refer to the application records to find the pesticides you were exposed to and the Safety Data Sheets to find what health symptoms those pesticides might cause.

If you are not comfortable asking your employer for those records, you can choose someone to act on your behalf to get the records from your employer. That designation must be made in writing.



Who can be a DESIGNATED REPRESENTATIVE?

A designated representative can be anyone you choose and trust - a co-worker, spouse, union representative, social worker, an attorney or a person from a farmworker organization. The person has to be designated in writing by the worker.



What is the CENTRAL LOCATION?

The central location is any area the employees are likely to pass by or congregate where the information can be readily seen and read.



Have you ever experienced any of these symptoms? What did you do?



我如何知道我在工作中曾接觸到的農藥是什麼？

在你受僱時、你可參看應用紀錄、找出你曾接觸的農藥以及安全數據表、找出這些農藥可引致什麼徵狀。

如你向僱主要求查看這些紀錄不感自在、你可選擇他人代表你從你僱主處取得紀錄。必須書面做出該指定。



什麼人可做指定的代表？

一名指定的代表可以是任何你選擇和信任的人——同事、配偶、工會代表、社工、律師或來自一個農工組織的人。員工必須書面指定代表。

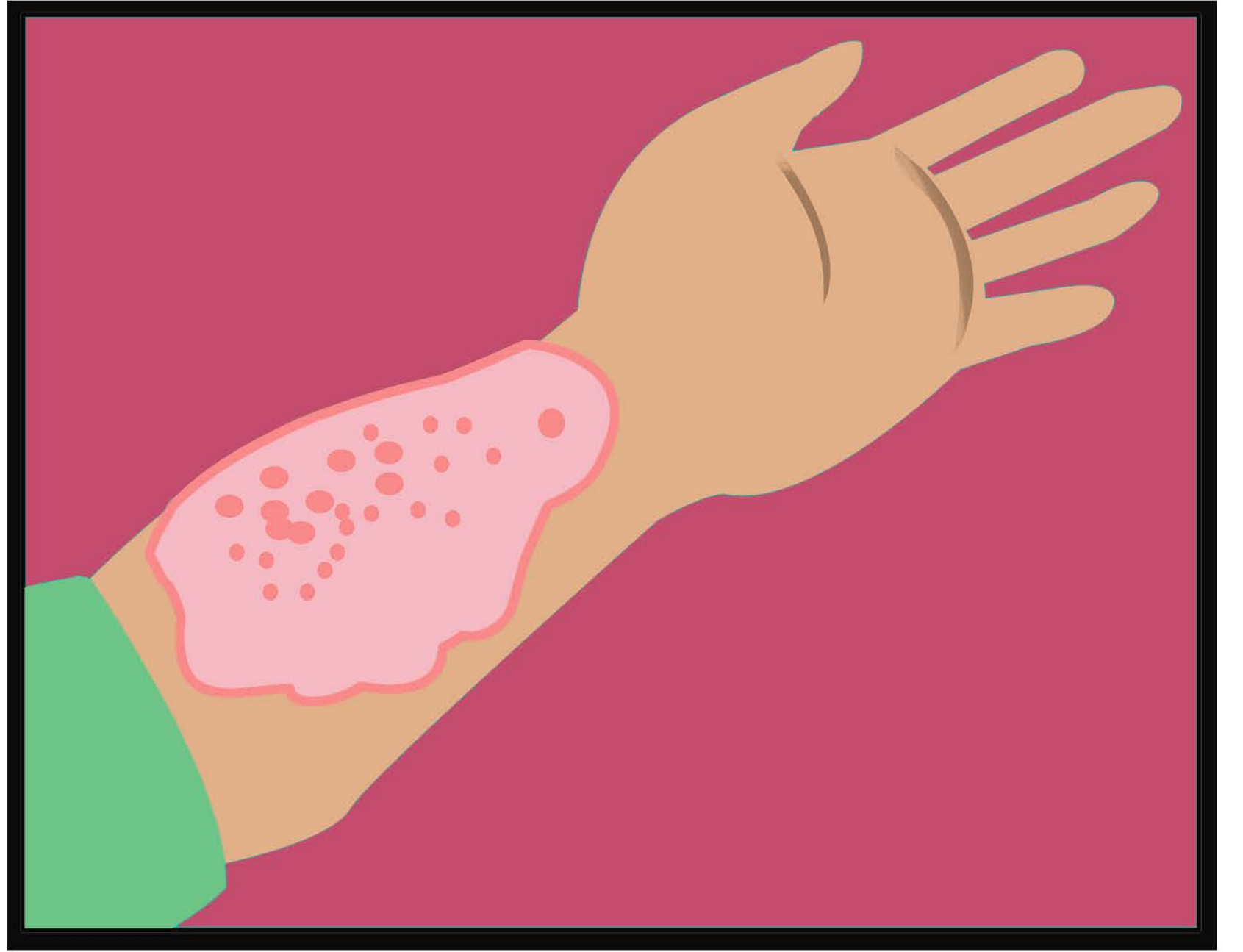


什麼是工作中心？

工作中心是任何僱員會經過或聚集可以隨時看到和閱讀資料的地點。



你曾否有體驗任何此類的徵狀？你做了什麼回應？



Your employer must warn you about the areas where pesticides are to be applied. You should stay away from areas during applications. After the application is done, information about the application can be found in the posted application records on the establishment.



你的僱主必須告訴你應用農藥的地方。應用時你不要接近該處。應用完畢之後、有關應用的資料可在設施貼出的應用紀錄上找到。

After a pesticide is applied, your employer must post the following application information at the central location:

- Information about the pesticide applied
- Location and description of where it was applied
- Date when pesticide was applied and when the application ended
- The Restricted Entry Interval (REI)

Your employer must provide you with basic pesticide information at the central location, including:

- The information about the application
- The Safety Data Sheets (SDS)
- The pesticide safety poster, with reminders about how to protect yourself from pesticides

The **SAFETY DATA SHEET (SDS)** provides information about pesticide health hazards, emergency first aid, and other information about pesticides used at your workplace. Using the application information and the SDS, you can determine what pesticides you may be exposed to and what kinds of risks they pose, and important information about first aid.



Do you know where the Central Location is on this establishment?

Your employer will tell you the location of the pesticide safety poster, the application information, and the SDS. You must have access to the information during normal working hours.

在應用農藥之後、你的僱主必須在工作中心貼出以下的應用資料：

- 應用農藥的資料
- 應用的地點和說明
- 應用的日期和結束時間
- 限制進入期 (REI)

你的僱主必須在工作中心提供給你有關基本的農藥資料、包括：

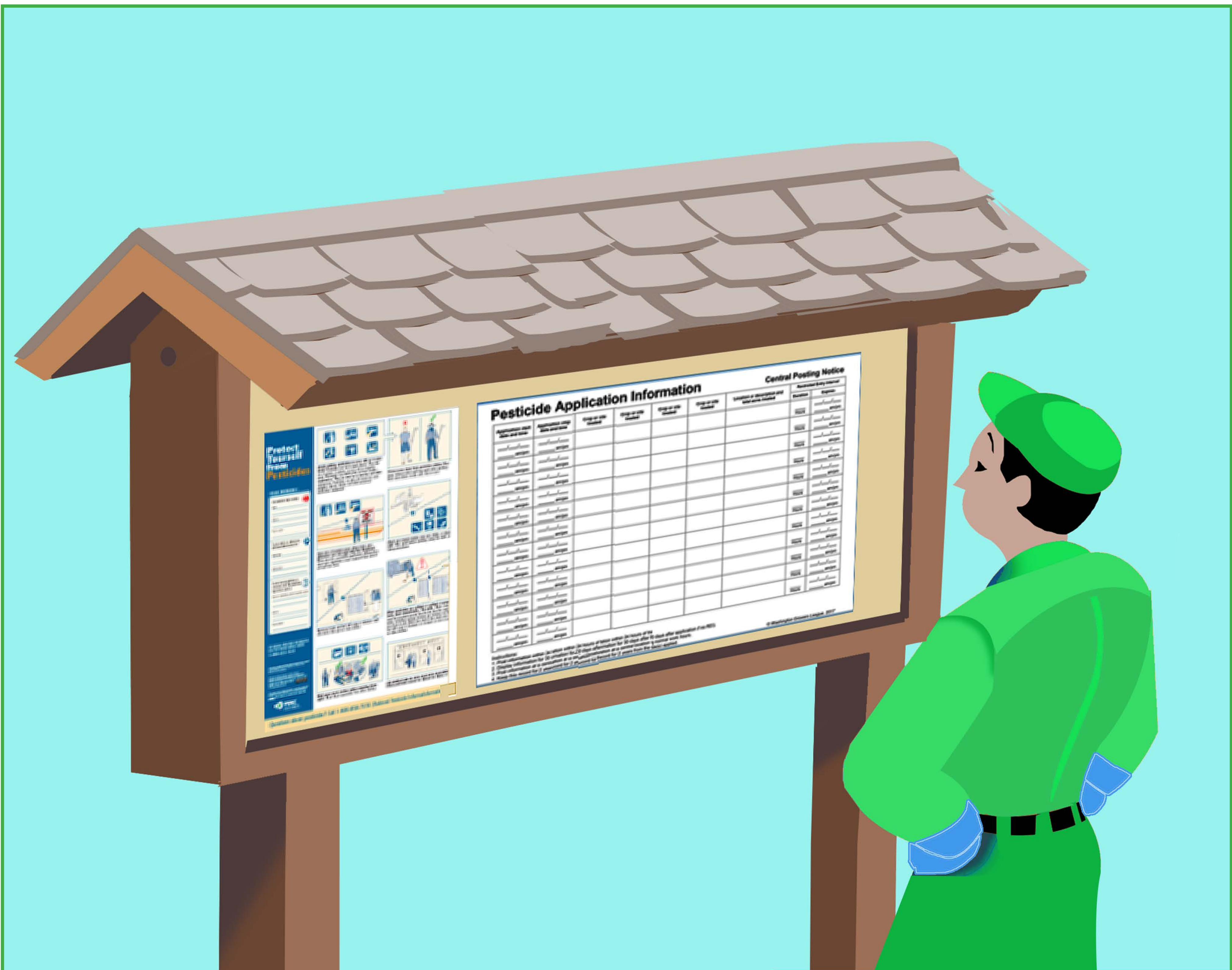
- 應用的資料
- 安全數據表 (SDS)
- 農藥安全的海報、連同提醒你如何保護自己不被農藥傷害

安全數據表 (SDS) 提供有關農藥的對健康的危害、急救和其他你工作地點使用的農藥的資料。通過應用資料和 SDS 你可以發現你可能接觸到什麼農藥、以及它們可引致的風險、和有關急救的重要資料。



你知不知道你設施的工作中心在什麼地方？

你的僱主將告訴你農藥安全海報、應用資料和 SDS 所在的地方。你有權在正常工作時間時取得這些資料。





What do you see in this illustration?



Have you seen a sign like this one?



你在此圖看到什麼？



你是否有看到像這樣的標誌？

Suggested Activity:

- ★ Show the WPS warning sign

建議活動：

- ★ 出示WPS警告標誌。



What should you do if you see this sign?

If you see this sign, or one like it, **keep out!** This sign means that pesticides have been used in that area.



如你看到此標誌你應做什麼？

如你看到此標誌、或像此的標誌、不要接近！此標誌意指已在該處使用農藥。

聽你僱主的警告！不要接近所示的地區。

Listen to your employer! Stay away from areas where indicated.



What is the APPLICATION EXCLUSION ZONE?

The **application exclusion zone (AEZ)** refers to the area surrounding application equipment that must be free of all persons other than appropriately trained and equipped handlers during pesticide applications.



什麼是應用隔離地區？

應用隔離地區（AEZ）指應用設備周圍的地區、在使用農藥時、除經適當訓練過和有裝備的使用者外、不可有其他人等在場。

- 如在AEZ區內有任何員工或其他人、必須暫停應用農藥。

認識和不要接近應用隔離地區（AEZ）

- The applicator must suspend the application of a pesticide while any worker or other person is within the AEZ.

Recognize and stay out of the Application Exclusion Zone (AEZ)

要點：如在你工作的地方應用農藥、立即離開該處。

IMPORTANT: If pesticides are being applied where you are working, leave the area immediately.



DANGER
PESTICIDES

PELIGRO
PESTICIDAS



KEEP OUT
NO ENTRE



What is the REI?

REI means **Restricted Entry Interval**.

An REI is the time you must wait to enter an area after a pesticide has been applied.

Your employer must either orally notify you, or post warning signs, of areas under an REI. You can also find information about areas under an REI in the application records, located at the central location.

Your employer must remove the warning sign before directing you to enter the area, unless you have been provided the early entry protections.

IMPORTANT: After a pesticide is used, you must **NOT enter** a field during the Restricted Entry Interval (REI) unless you are an early entry worker.



什麼是REI？

REI 是 Restricted Entry Interval（限制進入期）。

REI是在應用農藥之後、你必須等候進入該地區的時間。

你的僱主必須口頭通知你、或貼出警告標識 REI 地區。你亦可以在工作中心應用紀錄中找到 REI 地區的資料。

你的僱主必須先移除警告標誌、再指示你進入該地區、除非已提供給你提早進入的保護。

要點： 在使用農藥之後、除非你是提早進人員工之一、你不可以進入限制進入期（REI）的場地。



Who is an early entry worker?

An early entry worker is a worker that enters into a treated field or other area after the pesticide application is complete, but before the restricted entry interval (REI) has expired.

If your employer directs you to enter a treated area under an REI, you must be 18 years old or older, and receive safety information about the pesticide and the early entry requirements before you enter the treated area.



誰是提早進入員工？

提早進入員工是在完成應用農藥之後、但 REI 時限仍未過去時須進入已處理的農田或地區的員工。

如你的僱主指示你進入一個已處理但還在 REI 時限之內的地區、在你進入已處理地點之前、你必須滿 18 歲或以上、並且接受了有關農藥及提早進入規定的安全資料。

DANGER PELIGRO
PESTICIDES PESTICIDAS



KEEP OUT
NO ENTRE





How can you minimize your family's exposure to pesticides?

You can minimize your, and your family's exposure to pesticides through routine decontamination after working in a treated area.

At HOME you can do the following:

- After coming home from work, leave your work shoes outside your house, and out of the reach of children.
- Wash your work clothes separately from the rest of your clothes and the family's laundry.
- After work bathe or shower right away before you hug, play, relax or have any physical contact with your family and children.
- Wash thoroughly from head to toe with plenty of soap, shampoo your hair, and change into clean clothes.
- Leave the area if pesticides are being applied.

If pesticides have been applied near your house, you can protect your family by:

- Washing toys left outside before children play with them.
- Covering bicycles and toys left outside.
- Cleaning your floors, and around the windows.
- Keeping children from playing in water runoff from the fields.
- Keeping children and non-working family members away from pesticide-treated areas.

If pesticides are being applied near your home, you can limit your family's exposure by closing your windows and turning off the air conditioner.

IMPORTANT: NEVER take pesticides or pesticide containers home from work.

Empty pesticide containers are not safe for use around the home. No amount of washing will remove the danger from pesticide residues in the containers.

Suggested Activity:

- ★ Re-used bottle demonstration



你如何可使你家庭降低接觸到農藥的風險？

在一個經處理的地區工作之後、養成清除污染的習慣、將最大程度地降低你和你家人的接觸農藥的風險。

你在家可以做以下的行動：

- 在下班回家後、將工作鞋留在房子的外面、和不要讓孩子接觸到。
- 將你的工作服和你其他的衣服和家人的衣服分開洗滌。
- 在工作之後、立即洗澡或淋浴、才和家人和孩子擁抱、遊戲、休息或接觸他們的身體。
- 從頭到腳趾用很多肥皂洗身、用很多洗髮精洗頭、然後更換乾淨的衣服。
- 在應用農藥時離開該處。

如在你家附近的地方曾應用過農藥、你可做以下行動保護你的家人：

- 在孩子玩玩具之前、將留在外面的玩具洗滌。
- 遮蓋放在外面的自行車和玩具。
- 清潔你的地面、和窗的周圍。
- 不要讓孩子在從農田裡經過的水流中遊戲。
- 不要讓孩子和非工作人員的的員工家人接近經農藥處理的地方。

如在你家附近應用農藥、你可關上你家的窗和關掉空調以減少你家人的接觸風險。

要點：切勿將農藥或農藥盛裝容器從工作地點帶回家。

在家使用空的農藥盛裝容器是不安全的。任何數量的清洗均不會將容器內的農藥殘留清除乾淨。

建議活動：

- ★ 重新使用盛裝瓶示範。



Your employer must:

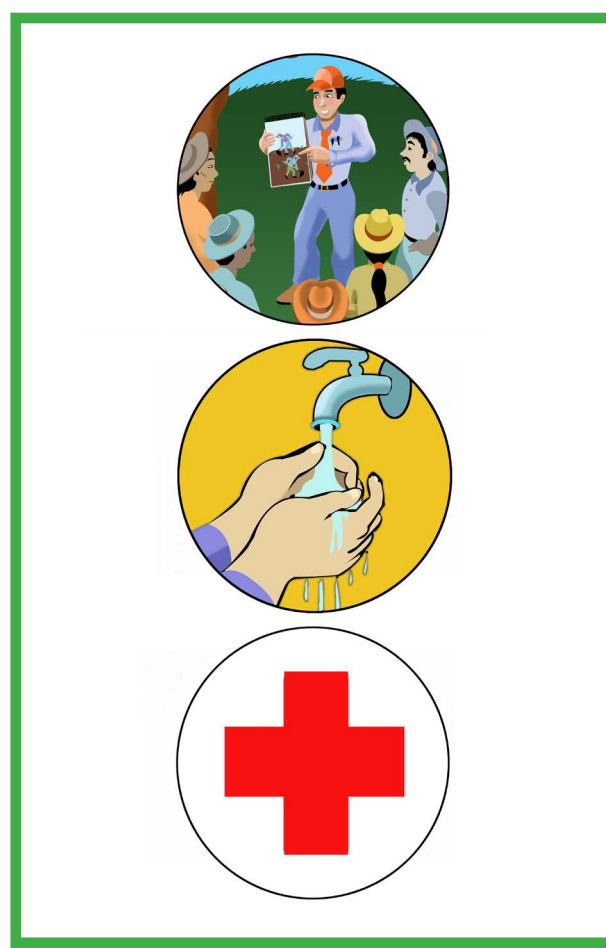
- Notify you of areas where pesticides will be applied and areas under an REI.
- Give you and/or your designated representative the information about the pesticides applied in or near areas where you work, if you request it.
- Be sure you are trained in pesticide safety every year and before you start your very first day of work.
- Provide you with soap, water, and disposable towels for washing.
- Make sure you get medical help right away if you think you have been poisoned at work by pesticides.
- Provide you with extra protections and information if you work in areas where entry is restricted. You must receive additional handler training to work as a flagger, or to mix, load, apply or otherwise handle pesticides.

If your employer does not comply with the WPS requirements, you can file a complaint with your State or Tribal Agency responsible for pesticide enforcement.

State or Tribal Agency contact information is available at the central location.

Your employer cannot punish you for following the WPS.

IMPORTANT: Your employer must not intimidate, threaten, coerce, or discriminate against you for complying with or attempting to comply with the requirements of the Worker Protection Standard, or for reporting a potential violation.



你的僱主必須：

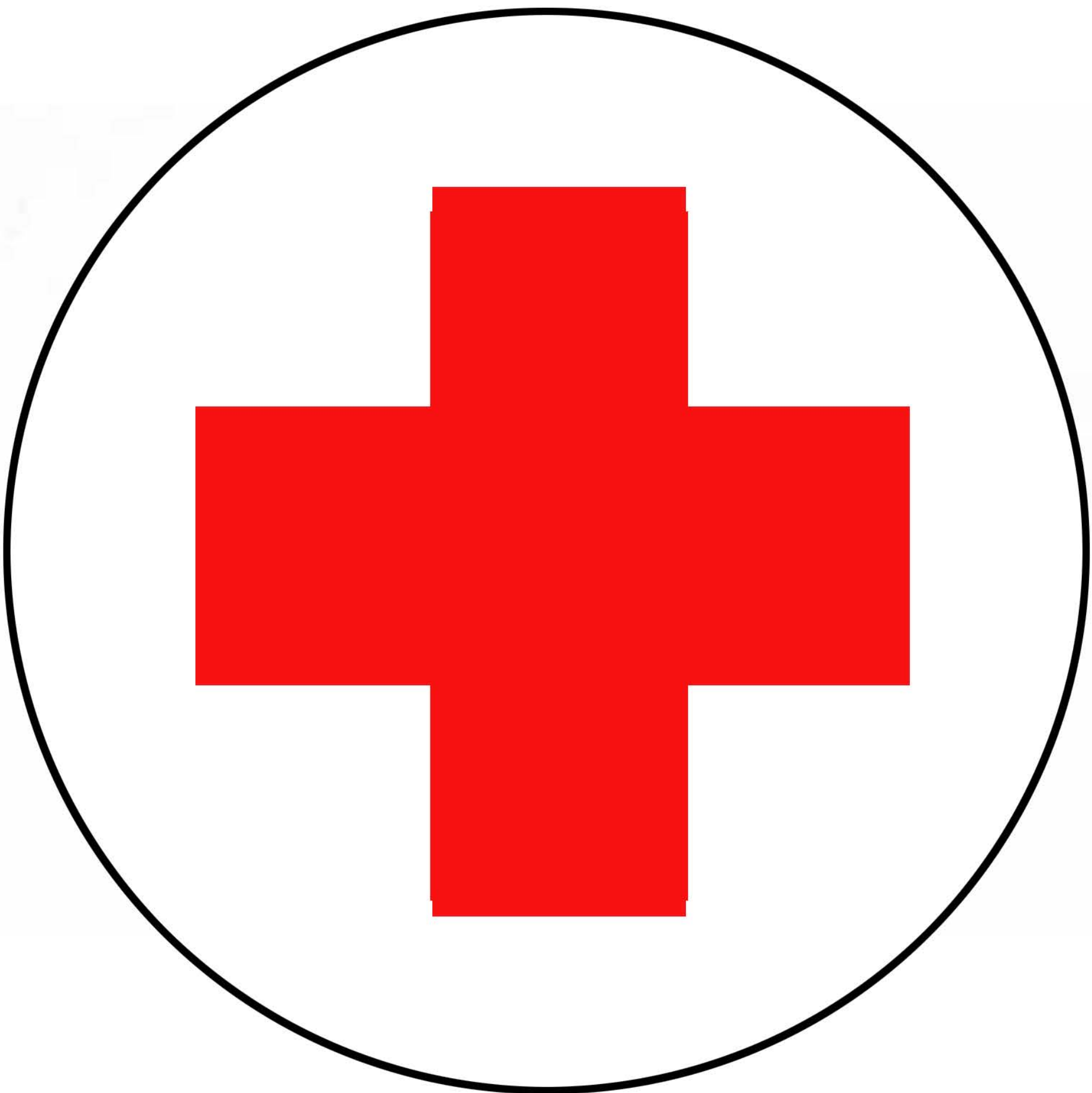
- 通知你將在什麼地方應用農藥和 REI 的地區是什麼。
- 應你的要求、給你及／或你指定代表有關在你工作地點或附近地區應用農藥的資料。
- 確保你每年和在你第一天開始工作之前、有接受農藥安全的訓練。
- 提供給你肥皂、水、和即用即棄的紙巾供洗潔。
- 在你認為你在工作時發生了農藥中毒情況時、確保馬上給你找到醫療幫助。
- 如你工作的地區是限制進入的、提供給你額外的保護和資料。你必須接受額外的操作者訓練以擔任指揮交通、混合、裝載、應用、或其他處理農藥的工作。

如你的僱主沒有遵守 WPS 的規定、你可以向的州或保留區的農藥執法負責部門提出投訴。

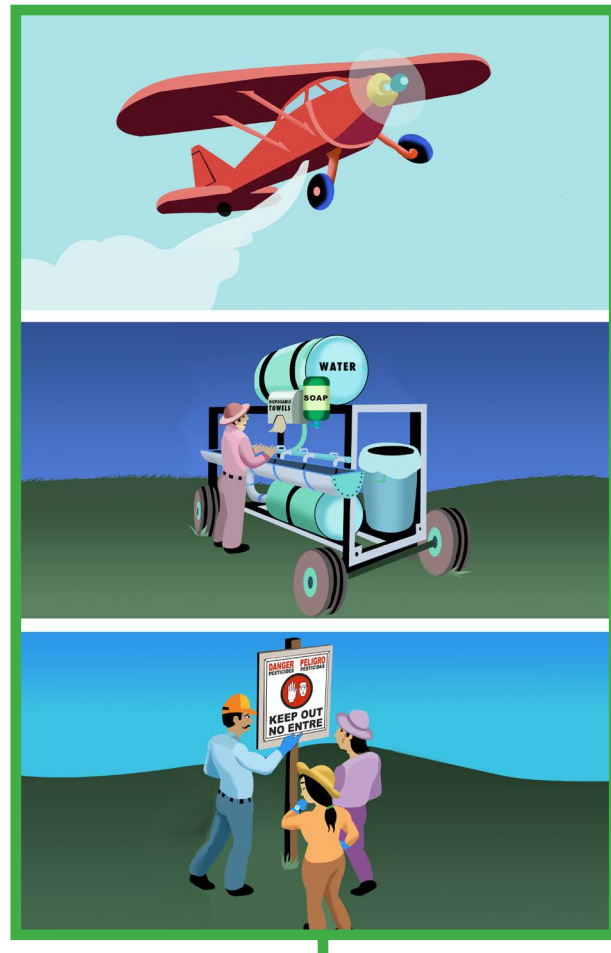
州或保留區部門聯絡資料可在工作中心找到。

你的僱主不可因你遵守 WPS 而給你處分。

要點： 你的僱主不可因你遵守或嘗試遵守員工保護標準、或舉報可能的違例而威嚇、威脅、強迫或歧視你。



Your employer must apply pesticides safely and provide a safe workplace. But there are also steps you can take to minimize your exposure and prevent injuries. **Protect yourself!**



你的僱主必須安全應用農藥、提供一個安全的工作地點。但此外尚有你可以採取的步驟、以將你的接觸風險減至最低、並預防危害。保護你自己！

PLEASE REMEMBER...

- Wear clean clothes that cover your skin.
- Stay out of areas your employer tells you not to enter.
- Move away if pesticides drift into or are being applied, in the area where you are working.
- Wash your hands with soap and water after work and before eating, drinking, smoking or using the toilet.
- Know where a nearby medical healthcare facility is located.
- In case of pesticide poisoning, notify your employer and get medical help immediately.
- Shower before touching your children when you get home.
- You can request a copy of the training record.

If you are unsure if an area or an activity is safe, ask your supervisor. If you believe your workplace is unsafe, contact your state or tribal agency responsible for pesticide enforcement.

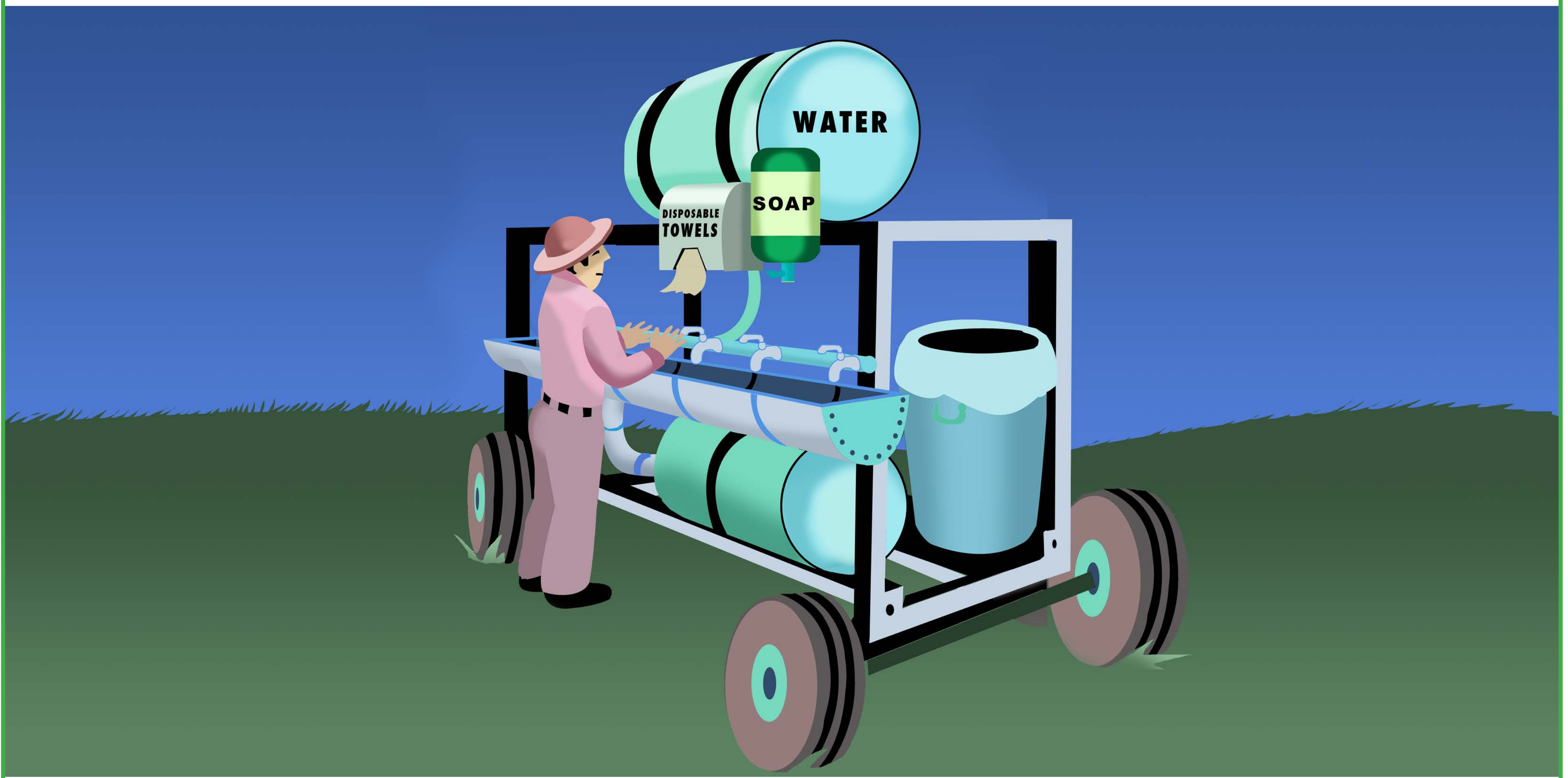
IMPORTANT: Know the best ways to protect yourself and your family from pesticides, and share information with your family and co-workers for a safe environment for everyone.

請記住...

- 穿清潔的衣服遮蓋你的皮膚。
- 不要進入僱主告訴你不可進入的地區。
- 如農藥飄移到或在你工作地點應用、離開該處。
- 在工作之後和飲食、抽煙或上廁所之前、用肥皂和水洗手。
- 知道附近的醫療設施在什麼地方。
- 如有農藥中毒情況、立即通知你的僱主和取得醫療幫助。
- 在回家後觸碰你孩子之前先淋浴。
- 你可要求一份訓練紀錄的副本。

如你不肯定你的地區或活動是否安全、問你的主管。如你認為你的工作地點不安全、聯絡負責執行農藥法的州或保留區部門。

要點：知道保護你和家人不被農藥傷害的最佳方法、並和你家人及同事分享這些信息以建立一個對每個人都安全的環境。



WORKER PROTECTION STANDARD FLIPCHART GUIDE

The Worker Protection Standard (WPS) is required training for agricultural workers that helps protect them from exposure to pesticides used at work. WPS covers workers on farms, greenhouses, forest, and nurseries. This flipchart may be used by trainers to deliver pesticide safety training according to the requirements of the U.S. Environmental Protection Agency Worker Protection Standard for agricultural pesticides, revised in 2015.

WHO IS THIS TRAINING FOR?

WPS requires safety training for all agricultural workers who work in areas where pesticides have been applied. This training is for workers who have jobs like harvesting, weeding and/or watering. Important! This WPS training does not meet the requirement for pesticide handlers who have jobs like mixing, loading, applying or assisting with the application of agricultural pesticides.

WHEN MUST WORKERS BE TRAINED?

After January 2, 2017 agricultural workers must receive the WPS training before they enter an area where pesticides have been applied or an area that has an REI in place. Agricultural workers must receive the WPS training on an annual basis.

Important! The WPS trainer must provide the agricultural employer with a copy of the training roster that meets the WPS requirements.

WHO CAN DELIVER WPS TRAINING?

To conduct WPS worker-safety training, you must meet at least one of the following criteria:

- Be designated as a trainer of certified applicators, handlers or workers by EPA or the State or Tribal agency responsible for pesticide enforcement,
- Have completed an EPA-approved pesticide safety train-the-trainer program for trainers of workers, or
- Be currently certified as an applicator of restricted use pesticides in accordance with 40 CFR Part 171.

[NOTE: After January 2, 2017, persons who have only been trained as WPS pesticide handlers will no longer be qualified to train workers under the revised WPS.]

If you do not meet any of these criteria, you may NOT deliver training that meets WPS requirements. You will need to find someone who meets one of these criteria to present the training so that WPS requirements may be met.

WHAT ARE THE MAIN GOALS OF THE WPS TRAINING?

The most important goal for your training is to help workers stay safe and healthy around pesticides. Another goal is to provide training that complies with the WPS and any local requirements for worker safety training.

After training with the flipchart, workers should be able to help protect themselves by knowing:

- How to prevent exposure to pesticides
- What to do if they are exposed to a pesticide
- Where to get information about pesticides and emergency health facilities
- What employers must do to help protect workers from pesticides used at work

USING YOUR FLIPCHART

Here are some tips on how to use the flipchart in a more efficient way:

- Place equipment stands, flipcharts, and any other training tools off to one side, not between you and the participants.
- Avoid speaking to a chalkboard or flipchart while you are writing information on them. When you face the participants, they can hear you better and you create a friendlier training atmosphere.
- Know the information included in the script so you can speak to the group instead of reading the text directly from the flipchart.
- Maintain eye contact with the participants so you do not give the impression that you are just reading to them.

HELP PARTICIPANTS TO FEEL COMFORTABLE

- Participants should be seated in a quiet, comfortable place during your training.
- If outdoors, the training area should be shaded from the sun, protected from the wind, and not too warm or too cool. It is not fair to ask tired people to stand in hot or noisy places for your training.
- Arrange in advance to provide seats - even upside-down buckets will do.
- Turn off noisy fans or equipment in the area before starting.

TRAINING LANGUAGE

- If you speak English and the participants do not, you must also arrange for an interpreter. You may need to rely on other employees who are bilingual, professional interpreters, or bilingual community members who may volunteer to do it.
- Other possible interpreters are bilingual individuals at community-based organizations. You could call other employers, the Farm Bureau, the local Cooperative Extension office, farmworker association, or other local agricultural associations and ask them for a referral to an interpreter.
- It is important that the interpreter has a clear understanding of pesticide terminology beforehand. You can help by providing the interpreter with a copy of the training materials you plan to use in both English and Spanish, and discussing these with him or her.


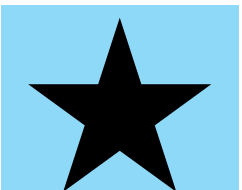
Take in to consideration: It is possible that some individuals are able to speak English but not read it. Others may understand it but may not be comfortable speaking it, so your training may need to be conducted in the native language of the participants.

WPS 23 POINTS: WHAT DOES THE WPS COVER?

1. The responsibility of agricultural employers to provide workers and handlers with information and protections designed to reduce work-related pesticide exposures and illnesses. This includes ensuring workers and handlers have been trained on pesticide safety, providing pesticide safety and application and hazard information, decontamination supplies and emergency medical assistance, and notifying workers of restrictions during applications and on entering pesticide treated areas. A worker or handler may designate in writing a representative to request access to pesticide application and hazard information.
2. How to recognize and understand the meaning of the posted warning signs used for notifying workers of restrictions on entering pesticide treated areas on the establishment.
3. How to follow directions and/or signs about keeping out of pesticide treated areas subject to a restricted-entry interval and application exclusion zones.
4. Where and in what forms pesticides may be encountered during work activities, and potential sources of pesticide exposure on the agricultural establishment. This includes exposure to pesticide residues that may be on or in plants, soil, tractors, application and chemigation equipment, or used personal protective equipment, and that pesticides may drift through the air from nearby applications or be in irrigation water.
5. Potential hazards from toxicity and exposure that pesticides present to workers and their families, including acute and chronic effects, delayed effects, and sensitization.
6. Routes through which pesticides can enter the body.
7. Signs and symptoms of common types of pesticide poisoning.
8. Emergency first aid for pesticide injuries or poisonings.
9. Routine and emergency decontamination procedures, including emergency eye flushing techniques, and if pesticides are spilled or sprayed on the body to use decontamination supplies to wash immediately or rinse off in the nearest clean water, including springs, streams, lakes or other sources if more readily available than decontamination supplies, and as soon as possible, wash or shower with soap and water, shampoo hair, and change into clean clothes.
10. How and when to obtain emergency medical care.
11. When working in pesticide treated areas, wear work clothing that protects the body from pesticide residues and wash hands before eating, drinking, using chewing gum or tobacco, or using the toilet.
12. Wash or shower with soap and water, shampoo hair, and change into clean clothes as soon as possible after working in pesticide treated areas.
13. Potential hazards from pesticide residues on clothing.
14. Wash work clothes before wearing them again and wash them separately from other clothes.
15. Do not take pesticides or pesticide containers used at work to your home.
16. Safety data sheets provide hazard, emergency medical treatment and other information about the pesticides used on the establishment they may come in contact with. The responsibility of agricultural employers to do all of the following:
 - Display safety data sheets for all pesticides used on the establishment.
 - Provide workers and handlers information about the location of the safety data sheets on the establishment.
 - Provide workers and handlers unimpeded access to safety data sheets during normal work hours.
17. The rule prohibits agricultural employers from allowing or directing any worker to mix, load or apply pesticides or assist in the application of pesticides unless the worker has been trained as a handler.
18. The responsibility of agricultural employers to provide specific information to workers before directing them to perform early-entry activities. Workers must be at least 18 years old to perform early-entry activities.
19. Potential hazards to children and pregnant women from pesticide exposure.
20. Keep children and nonworking family members away from pesticide treated areas.
21. After working in pesticide treated areas, remove work boots or shoes before entering your home, and remove work clothes and wash or shower before physical contact with children or family members.
22. How to report suspected pesticide use violations to the State or Tribal agency responsible for pesticide enforcement.
23. The rule prohibits agricultural employers from intimidating, threatening, coercing, or discriminating against any worker or handler for complying with or attempting to comply with the requirements of this rule, or because the worker or handler provided, caused to be provided or is about to provide information to the employer or the EPA or its agents regarding conduct that the employee reasonably believes violates this part, and/or made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing concerning compliance with this rule.

HOW TO USE THE WPS FLIPCHART

This flipchart presents written information and illustrations for the Worker Protection Standard Pesticide Safety Training. It is designed to be portable and brief so that training may be done in a variety of settings.

- When training, hold the flipchart so everyone in the group can see the picture.
- For each picture, the information that you will read is on the page facing you, the trainer.
- The sections highlighted in yellow suggest a very important point to discuss with participants.
-  Indicates that you should ask this question to participants.
-  Suggests an activity or demonstration that a trainer can incorporate in their training.

SUGGESTED ACTIVITIES

Putting germ juice on fake fruit and have participants reveal “residues” with black light



PAGE 4: Discretely sprinkle ‘germ juice’ on fake fruit. Ask for volunteers to choose their favorite fruit and make sure they handle it.

After turning out the lights, ask for another participant to use the black light to go over the fruit and participants’ hands. Ask participants what they notice. Emphasize the point by wiping your forehead as if you were wiping sweat away while working, and go over the ‘contaminated’ spot with the black light.

Remind participants the forehead is one of the most absorbent points for pesticides to enter the body. You can also do this at the very end of the presentation, slowly ‘contaminating’ different things during the presentation, such as the rosters.

Putting baby powder on a fake grape vine and shake “residues” off onto participant

PAGE 4: Hold up a fake grape vine or other leafy produce. Ask for a volunteer to stand underneath the grape vine. Put baby powder all over the grape vine, and ask the participant to pretend to be picking the fruit. As she/he picks, shake the vine to ensure the baby powder falls onto him/her. Ask participants where the volunteer was contaminated. Emphasize that the skin is the most frequent point of exposure and ask how such contamination could be avoided.

Skit with another trainer demonstrating appropriate clothing

PAGE 14: With another trainer, come up with an impromptu (or rehearsed) skit to demonstrate appropriate and inappropriate clothing and how to use appropriate clothing to protect workers from pesticide exposure. You can also elicit the help of a volunteer “actor.” One character should be wearing shorts, flip-flops, and a tank-top “because of the heat.” The other should be dressed in long sleeves, long pants, a hat, a bandana, boots, socks, and possibly gloves. The “lesser-dressed” character should make fun of the other for wearing so

much clothing, but changes his/her mind as the “appropriately-dressed” character explains the importance of protecting one’s self from pesticides. Modify this scenario as appropriate.

Removing work shirt that has been contaminated with pesticides

PAGE 18: Have a volunteer put on a long-sleeved, button-up shirt with buttoned sleeves. Sprinkle baby powder on one sleeve to demonstrate contamination with pesticides. Ask the participants and the volunteer what they would do in this situation. The volunteer should remove the shirt by slipping out of the uncontaminated sleeve first, turning the contaminated sleeve inside out without touching the “pesticides”, and dropping the shirt onto the floor or in a bag (see photo on next page). Emphasize this shirt should be thrown away and not used again.

Demonstrate eye-washing technique with a piece of rubber hose

PAGE 20: Ask participants to demonstrate the proper way to lean your head to wash pesticides from a contaminated left eye (or vice versa). Emphasize leaning your head to the side of the contaminated eye so the pesticides do not run into the other eye as you rinse it. Ask how long you should run water over a contaminated area of skin or eye to remove the residues (15 minutes).

Warning Sign

PAGE 30: Show workers a Do Not Enter/ Keep Out sign to reinforce the importance of staying out of an area where pesticides have been applied. (See photo on right).

Decontamination supplies; demonstrating hand-washing with a song

PAGE 16 (SUGGESTED): After explaining the importance of hand-washing for decontamination, ask for someone to tell you where hand soap, water, and disposable towels are available at that particular farm. Add some humor by singing a fast-paced, ‘hand washing song’ (from a Ranchera to a pop song, etc.) while mock washing your hands with soap and water for 15-20 seconds, which is the recommended amount of time for decontamination, with the participants counting the time it takes. Play around with the idea of recommending they sing the song in their head or out loud. Note: using humor helps everyone relax and helps trainer to build a rapport with workers.

Using a fan to demonstrate drift

Use a spray bottle to spray a fan while it is turned on at different speeds. Play with the participants by turning the fan towards them. Describe how wind can carry pesticides from their target to other places, and how weather can affect how strongly we sense pesticides.

DURING YOUR TRAINING...

While you are providing WPS training you need to consider all factors that might affect your training positively or negatively. Below you will find several factors to consider.

Your Attitude is Important

Your positive attitude and enthusiasm towards training is critical.

If you are not particularly interested in doing the training, the participants will notice, and this will influence their attitudes toward the training. During the training, move around to keep yourself and the participants alert, however not so much as to distract from the training. Use interactive training methods and involve everyone - this makes the training more stimulating for them and for you too.

Respect Individuals

If someone asks a question, answer it seriously, even if you covered that information earlier.

- Never make the person seem foolish for asking a question.
- Never become defensive about questions or statements from participants. Be honest if you do not know the answer, but offer to find out the information and get back to the person asking the question.
- Never interrupt a speaker unless it is clear they are speaking for too long and getting off the topic. Be careful not to allow one person to dominate the conversation.
- Never allow one participant to demean another. People will appreciate you for being polite and will feel more comfortable participating in the training.

Educate - Do Not Advocate

Remember, it is your job to train these individuals, not to be an advocate for them, for the agricultural community, or for any other cause. Remain neutral and avoid expressing personal opinions you may have. If participants have concerns about their workplace conditions or their employer's compliance with the provisions of the WPS, refer them to their employers or to regulatory agencies as appropriate. Explain that the purpose of your training is to provide them with information on how to protect themselves from exposure to pesticide residues in the workplace.

Challenges when Conducting Training

Sometimes even the best trainers encounter obstacles that make training a challenge. You need to be able to anticipate these challenges and be prepared to deal with them effectively. For example, you may find that regulations do not always reflect real world situations.

Regulations may sometimes require you to tell participants to do things that are simply not possible for them to do.

Also, your training sites may be less-than-perfect. The background noise level may make it hard to hear, and unavoidable interruptions may disrupt the flow of your presentation and distract the participants.

Finally, some of the participants in the group may have personal traits that are disruptive. Trainers quickly discover that they must know how to work with many different kinds of personalities.

As a result, it is a good idea to have practiced these scenarios and to have some effective ways of dealing prior to encountering them in a training.

Physical Obstacles to Effective Training

There may be physical or time-related problems that make effective training difficult or limit the types of training techniques you can use.

Some obstacles can be the amount of time you have available to train or even background noise or activity distracting participants. In either case, if possible we suggest moving to another location or rescheduling the training for a time when there are fewer distractions.

SUGGESTIONS FOR OVERCOMING FEAR OF SPEAKING IN FRONT OF A GROUP

Everyone has felt some fear when speaking in public at least once in their life time. However you can overcome this fear overtime.

Here are some tips to help you overcome those fears:

- Know the material well—become an expert
- Practice, practice, practice
- Use the introduction as a way to warm up
- Involve the audience and get them to participate
- Use the participants' names when possible
- Make eye contact; the audience isn't as scary as you think!
- Practice responding to tough questions
- Check your props and materials in advance
- Imagine yourself as the best trainer in the world!
- Follow your outline
- Teach the material but use your own ideas and experiences
- Reward yourself at the end!

Public Speaking Techniques

Part of your ability to be a good trainer is dependent upon your public speaking technique. Here are some points to consider:

- Speak loudly and clearly. Nothing is worse than not being able to hear the trainer
- Interact with your audience. Don't stand too far away or it will seem like you are afraid of the trainees
- Project a positive, friendly attitude. Smile and make small talk with the workers before training begins to set a positive tone
- Use stories and visuals to supplement your material
- Try to anticipate people's questions and concerns. Be prepared for questions.



TRAINING ENVIRONMENT

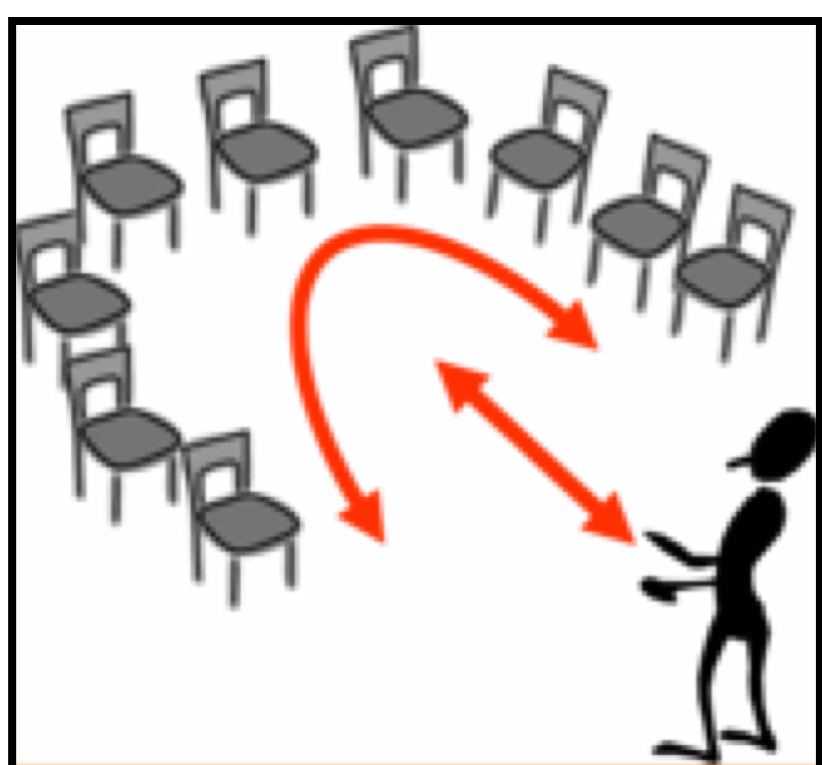
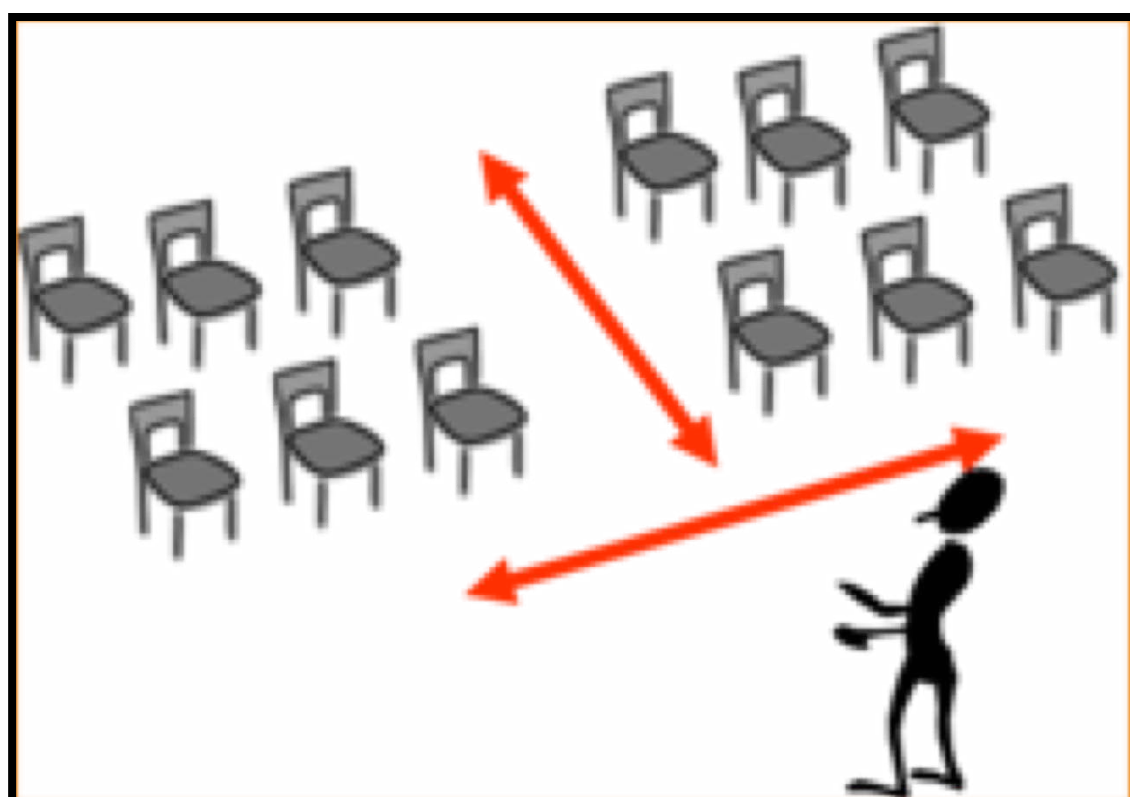
There are several environmental factors that can make a training more productive and effective; start by engaging all participants.

SEATING

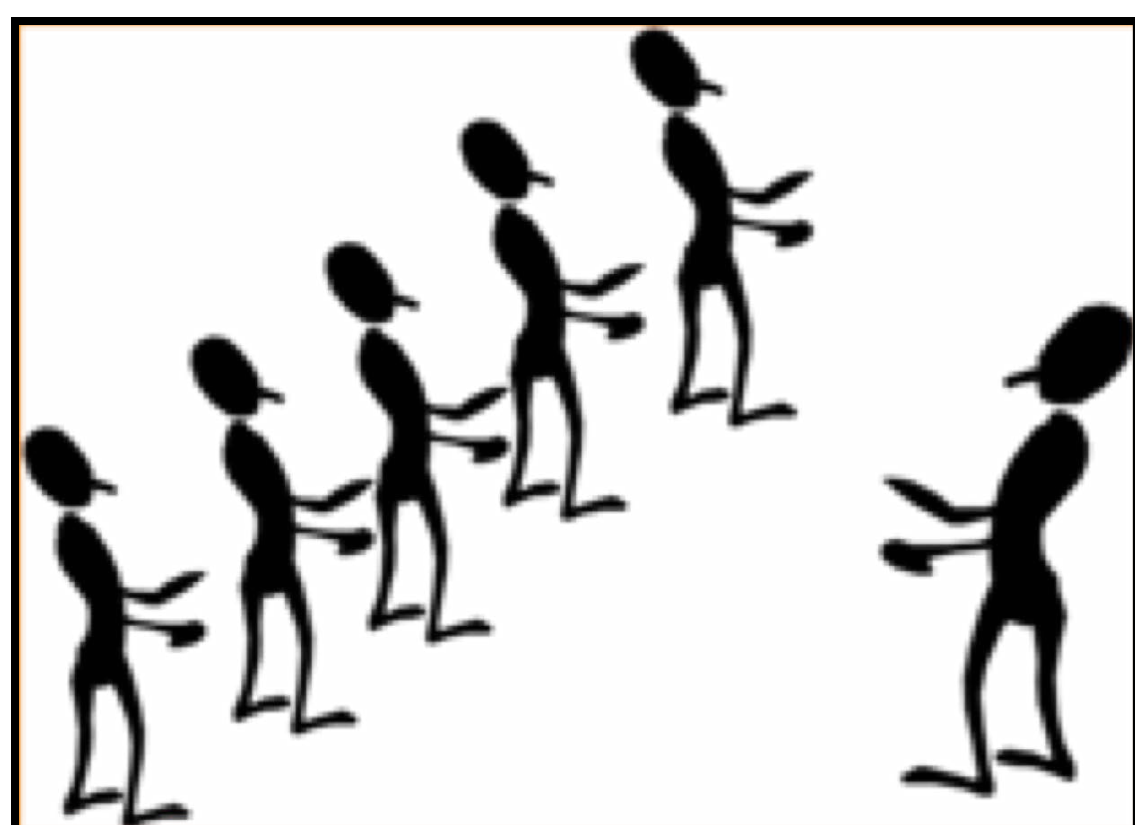
Having participants sit in a specific format will allow you to have more control of the group. If participants are standing or lying down they might get distracted thinking about their discomfort.

Effective Seating Ideas

Trainer can move around the room and maintain control and visual contact with participants.



AVOID.... Having participants stand for a long period of time, or lying on the floor.



Standing



Lying

ENVIRONMENT

Be aware of your environment. Sometimes you will have to deal with a lot of noise, wind and many other distractions in your training area.

- Make sure to speak loud and clear and make sure that each participant can hear you.
- If there are children crying, you might want to have a separate area for them to be calmed.
- If there is a lot of noise or wind, you can use a portable microphone (cost range between \$25-\$50)
- People can only learn in an environment that is conducive to learning. This can be challenging since you will have limited control over where you can hold your session.
- Make your trainings the best they can be by limiting the number of people in a training session to 20-30 attendees at most.
- Arrive early to set-up, and make sure everyone can sit in a cool, shady, quiet space.

員工保護標

配套掛圖指南

員工保護標準（WPS）是規定為農工提供的訓練，以幫助保護他們在工作中使用農藥時避免接觸農藥。WPS包括在農場、溫室、森林、和苗圃工作的員工。訓導員可以用此配套掛圖進行農藥安全訓練，以滿足美國環保署使用農藥員工保護標準2015年修訂本的要求

此訓練的對象是什麼人？

WPS規定為所有在應用農藥地方工作的農工提供安全訓練。此訓練是以像做收割、除草及／或澆水等工作的農工為對象。注意！此WPS訓練不符合農藥操作者（做像混合，裝載，應用或協助應用農藥等工作的農工）的培訓要求。

員工必須在什麼時候接受訓練？

在2017年1月2日之後，農工在他們進入一個曾應用農藥的地區或有REI的地區之前，必須接受WPS訓練。農工必須每年接受WPS訓練。

要點！WPS訓導員必須提供給農工一份符合WPS規定的訓練登記名單。

什麼人可提供WPS訓練？

要主持WPS員工安全訓練，你必須符合至少以下一個標準：

- 由環保署或州或保留區的負責農藥執法的部門指定的為認證應用者、操作者或員工培訓的訓導員，
- 已完成一個環保署批准的關於一般員工的農藥安全的訓導員配訓計劃，或
- 根據40 CFR Part 171目前被認證一名可以使用限制級農藥的應用者

[注意：根據修訂WPS，在2017年1月2日之後，只曾接受WPS農藥操作者培訓的人將不再符合訓練員的資格。]

如你不符合任何這些標準，你不可以提供符合WPS規定之訓練。你需找一名符合這些標準之一的人來做訓練，因而可達到WPS的規定。

WPS訓練的主要目標是什麼？

你訓練的最重要目標，是幫助員工保持安全和健康，不受農藥影響。另一個目標是提供符合WPS和任何本地有關員工安全訓練規定之訓練。

在用配套掛圖做訓練之後，員工應可知道以下項目以保護自己：

- 如何避免接觸農藥
- 如他們接觸到農藥他們應做什麼
- 從什麼地方取得有關農藥和緊急健康設施的資料
- 就工作所用的農藥，僱主必須做什麼來幫助保護員工

使用你的配套掛圖

以下是一些如何更有效使用配套掛圖的提示：

- 將設備架、配套掛圖，和任何其他的訓練工具放在一邊，而不是在你和參與者之間。
- 當你在黑板或配套掛圖上書寫時，避免面向黑板或配套掛圖講話。當你面向參與者，他們可以聽得你更清楚，而你同時會製造一個更為友好的訓練氣氛。
- 熟悉你的講話稿件，因而你可面對小組講話，而不是直接從配套掛圖上照讀文字。
- 和參與者保持眼神接觸因而你不會給人照本宣科的印象。

幫助參與者感到自在

- 在訓練時參與者應坐在一個安靜的，舒服的地點。
- 如在戶外舉行，訓練地點應有遮蔭，擋風，和不太熱或太冷的地方。請疲倦的人站在炎熱或吵雜的地方接受你的訓練是不公平的。
- 事先安排提供座椅——即使將桶調轉坐亦可以。
- 在開始之前將嘈吵的風扇或設備關閉。

訓練語言

- 如你講英語而你的參與者不懂，你必須安排一名傳譯。你亦可依賴其他懂雙語的員工、專業的傳譯，或雙語的社區人士義工。
- 其他可能的傳譯是社區機構的雙語人士。你可以致電其他僱主、農場局、本地合作推廣辦事處、農工協會，或其他本地的農業協會請他們推薦傳譯。
- 重要的是傳譯之前對農藥名詞清楚理解。你可以提供一份英語和西班牙語的訓練材料給傳譯員，並和他或她討論。


考慮：是否有些人可講英語但不能閱讀英文。其他人可能明白英語但講出來可能感到不自在，所以你的訓練可能需要用參與者的母語進行。


1. 農業僱主的責任，是給員工和操作者提供旨在減少農藥接觸風險和所致疾病有關的資料。這包括確保員工和操作者受過農藥安全的訓練、提供農藥安全，應用及危害的資料、清除用具的污染和提供緊急醫療幫助，並告知員工在應用和進入經農藥處理地區時之限制。一名員工或處理者可用書面指定一名代表要求取得農藥應用和危害的資料。
2. 如何認識和理解貼出的用於限制員工進入設施中經農藥處理地區的警告。
3. 如何按照指示及／或標誌避免進入經農藥處理但仍限制進入期之內地區和應用隔離的地區。
4. 在工作中在什麼地方會接觸到農藥，是什麼類型的農藥，以及在農業設施內可能會接觸的農藥的來源是什麼。這包括可能留在植物、泥土、拖拉機、應用和化學灌溉設備、或已用過的個人保護裝置上的殘留，以及因在附近的應用而從空氣中飄移過來的農藥殘留，或在灌溉水中的殘留。
5. 農藥對員工和他們家人之潛在毒性和接觸風險，包括急性和慢性的影響、延遲的影響、和敏化作用。
6. 農藥可能進入體內的路徑。
7. 常見農藥中毒類型的表現和徵狀。
8. 農藥受傷或中毒急救。
9. 習慣和緊急的清除污染步驟，包括緊急沖洗眼睛的技巧，以及如農藥濺漏或噴灑在身上時立即使用清除污染的用品清洗或在附近的清潔水中沖洗，包括泉水、溪澗、湖泊、或其他來源，如它們比除污染用具更快可用，並儘可能儘快地用肥皂和水洗浴或淋浴，用洗髮精洗頭，然後更換清潔的衣服。
10. 如何和在什麼時候取得緊急醫療護理。
11. 當在經農藥處理過的地區工作時，穿可以保護身體不被農藥殘留接觸到的工作服，在飲食，嚼口香糖或菸草，或上廁所之前洗雙手。
12. 在經農藥處理的地區工作之後，儘快用肥皂和水洗浴或淋浴，和換上清潔的衣服。
13. 來自留在衣物上農藥殘留的潛在危險。
14. 在再次穿上之前洗潔工作服，並將它們與其他衣物分開洗。
15. 不要帶你工作用的農藥或盛裝農藥的容器回家。
16. 安全數據表提供了有關員工可能接觸到的，用於工作地點的農藥的危害，緊急醫療措施和其他農藥資料。農業僱主的責任是提供所有以下的項目：
 - 展示用於設施的所有農藥的安全數據表。
 - 告知員工和操作者設施中安全數據表資料存放的地點。
 - 允許員工和操作者在正常工作時間隨時可取得安全數據表。
17. 規則禁止農業僱主准予或指示一般員工混合，裝載或應用農藥，或幫助應用農藥，除非員工曾受過作為操作者之訓練。
18. 農業僱主有責任在指示員工在禁入期內提早進入之前，提供特定的資料。員工必須至少滿18歲才可執行提早進入的活動。
19. 兒童和懷孕婦女接觸到農藥的可能危害。
20. 不要讓兒童和非工作的家人接近經農藥處理的地區。
21. 在經農藥處理地區工作之後，在進入你家之前除去靴或鞋，和除去工作服，並在和孩子或家人有身體接觸之前，洗浴或淋浴。
22. 如何向州或保留區的有關農藥法的執法部門部門舉報違例事件。
23. 規則禁止農業僱主因如下原因威嚇、威脅、強迫或歧視員工或操作者：遵守規則或嘗試遵守此規則的要求，或因為員工或操作者提供，引致提供或準備向僱主或環保署或其代表提供僱員合理懷疑的違規行為，及／或提出投訴、作證、以任何方式協助、或參與旨在合規之調查、訴訟或聽證。

如何使用此配套掛圖

此配套掛圖以書面的方式展示了員工保護標準農藥安全訓練的內容。它旨在便攜和簡要，因而訓練可在多種不同的環境下進行。

- 在訓練時，持著配套掛圖因而小組可以看到圖畫。
- 就每幅圖畫，你將讀的資料是面對你-訓導員，的一頁。
- 用黃色筆突出標記的部份是一個和參與者討論的重點。

-  指出你應問參與者此問題。

-  建議一個訓導員可以加入的展示和活動。

建議活動

在假水果上放入有菌的果汁，請參與者用

第4頁：的黑光來反映出「殘留」：小心在假水果上撒上「細菌汁」。請義工選擇他們喜歡的水果和確保他們持有它。在關閉電燈之後，請另一名參與者用黑光照水果和參與者的雙手。問參與者他們留意到什麼。可以再這樣強調一下：象你在工作時拭汗一樣擦拭你的額頭，然後再看看黑光照到的「污染」點。提醒參與者額頭是最容易吸收農藥進入身體的部位之一。你亦可以在培訓結束時做此活動，慢慢的在培訓中「污染」不同的物件，例如名冊。



在假的葡萄藤上撒上嬰孩爽身粉，並將「殘留」震落在參與者身上。

第4頁：持著一株假葡萄藤或其他有葉的農產品。請一名義工站在葡萄藤的下面。將嬰孩爽身粉撒在葡萄藤上，並請參與者假裝在摘果。在她／他摘果時，震動嬰孩爽身粉使之跌落在她／他身上。問其他的參與者義工什麼地方被污染。強調皮膚是最經常曝露接觸的部位，並問如何可以避免此類污染。

和另一名訓導員演出一個示範正確衣著的短劇。

第14頁：和另一名訓導員即興（或綵排）表演一個短劇示範正確和錯誤的衣著，以及正確的衣著如何能保護員工免於接觸農藥。你亦可以徵求一名義工「演員」。其中一個人物「因為天熱」應穿有短褲、人字拖鞋，和無袖短衣。另一人應穿長袖衣、長褲、戴帽、圍巾、靴、襪，和可能戴有手套。「穿衣較少」的人物應取笑另一人穿那麼多衣物，但在「穿著正確」的人物說明保護自己避免農藥接觸的重要性後，乃改變他／她的看法。可適當修改此短劇。

除去被農藥污染的工作襯衣

第18頁：讓一名義工穿上一件長袖，扣上鈕扣和袖扣的襯衣。在一隻衣袖上撒些嬰孩爽身粉以示被農藥污染。問參與者和義工他們在此情境下應做什麼。義工應脫去襯衣，先從無污染的袖脫起，再將有污染的袖反轉防止接觸到「農藥」，然後將襯衣丟在地上或袋子裡（見下頁照片）。強調應將襯衣丟棄不再穿用。

用一段膠管示範洗眼技巧

第20頁：請參與者示範側頭清洗污染左眼（或右眼）的適當方法。強調將頭側向你污染眼睛的一邊因而農藥不會在你沖眼時流入另一眼去。問：應在污染皮膚或眼睛上沖流多少時間以消除殘留（15分鐘）。

警告信號

第30頁：出示不要進入／阻止進入的標誌牌，以加強不要進入曾用農藥地區的重要性。（參看右圖）。

清除污染用品；示範唱歌洗手法

第16頁（建議）：在說明除污染時洗手之重要後，請一人告訴你在該農場內，什麼地方有洗手肥皂，水和即用即棄的紙巾。在模擬用肥皂和水洗手建議時間量15至20秒鐘時，可唱一首節奏快的「洗手歌」（從西班牙鄉村音樂到流行音樂不等）以增加一些幽默感，而參與者可加入一起數洗手需用多少時間。可建議他們在腦中唱歌或大聲唱出一面唱一面洗手。注意：使用幽默感可幫助每個人放鬆，並幫助訓導員和員工建立融洽的關係。

用一把風扇示範飄移。

用一個噴水瓶在風扇以不同速度轉動時向風扇噴射。和參與者一起玩此活動，將風扇吹向他們。說明風如何可將農藥從本來的目標吹到其他地方，以及氣候可以如何影響我們對農藥的感覺強度。

在你訓練的時候...

在你提供WPS訓練的時候，你需要考慮所有可正面或負面影響你訓練的因素。以下是一些你可考慮的因素。

你的態度是重要的

你對訓練有正面的態度和熱情，是很重要的。

如你對訓練不是特別有興趣，參與者會留意到，而這將影響他們對訓練的態度。在訓練時，來回走動可使你和參與者保持警覺，但是不要走動的太多以免分散對訓練的注意力。用互動的訓練方法，讓每一個人參與，這可使訓練對他們和對你均更有刺激力。

尊重個人

如有人問問題，認真的回答，即使你較早前已談及該資料。

- 切勿使對方因問問題而看來笨拙。
- 切勿對參與者的問題或聲明作出防禦。如你不知道答案，誠實承認，但提議可找出答案和回覆他。
- 切勿打斷一名講者的講話，除非明顯的是他們講得太長和離題。小心不要讓一個人支配交談。
- 切勿讓一名參與者貶低另一人。人們會感謝你有禮貌，同時對參加訓練更感自在。

教育—不要宣傳

記住，你的工作是訓練這些人，而不是為他們，為農界，或為任何信念宣傳。保持中立和避免表達你可能有的個人意見。如參與者對他們工作地點的條件或他們的僱主是否符合WPS的規則有看法，請他們和他們的僱主或適當的管制部門討論。說明你訓練的目的是給他們如何保護自己在工作地方避免接觸農藥殘留。

在訓練時遇到挑戰

有時即使最好的訓導員亦會遇到障礙使訓練成為挑戰。你要能預計有這些挑戰和做好有效應對的準備。例如，你可能發現規範並不經常反映真實世界的情况。

規範可能有時需要你告訴參與者做一些他們就是無法做的事。此外，你的訓練地點可能不夠完美。背景的噪音可能使人們聽到有困難，而無可避免的干擾可破壞你介紹的流暢性和分散參與者的注意力。

最後，小組有些參與者個人可能有破壞的特質。訓導員迅速發現他們必須知道如何應付不同個性的人。

因此，一個好主意是在訓練前練習一些此類的情境，和一些有效應對的方法。

有效訓練的實質障礙

可能有實質或和時間有關的問題，使訓練變得困難或限制你可用的訓練技巧。

有些障礙可以是擁有的訓練時間，或甚至背景噪音，或其他分散參與者注意力的活動。在此任何一個情況下，如可能的話，我們建議你將訓練移到另一個地點，或重新安排一個較少分散注意力的訓練時間。

克服在團體前講話的恐懼

每個人在他們生命中至少有一次，是做公眾前講話時，感到有些怕。但是，經過一段時間，你可以克服這種恐懼。

以下是一些幫助你克服這些恐懼的提示：

- 熟悉材料—成為一名專家
- 練習，練習，練習
- 用介紹的方式來熱身
- 參與聽眾和鼓勵他們參與
- 當可能時用參與者的姓名
- 做眼神接觸；聽眾不是你想像中的令人害怕
- 練習回應難答的問題
- 事前先檢查你的道具和材料
- 想像你是全世界最好的訓導員
- 按照你的大綱進行
- 教導材料，但用你的主意和經驗
- 最後給自己酬報！

公眾演講技巧

你成為一名良好訓導員的能力，部份有賴於你的公眾演講技巧。以下是一些可考慮的要點：

- 大聲和清楚的講。沒有比聽不到訓導員更壞的事。
- 和你的參與者互動。不要站在太遠的地方，否則看來你怕了受訓的人們。
- 表現一個正面的，友好的態度。在訓練開始之前微笑和員工閒聊以設定一個正面的調子。
- 用故事和影視資料來補充你的內容。
- 嘗試預料人們的問題和關注。做好這些問題的準備。



訓練環境

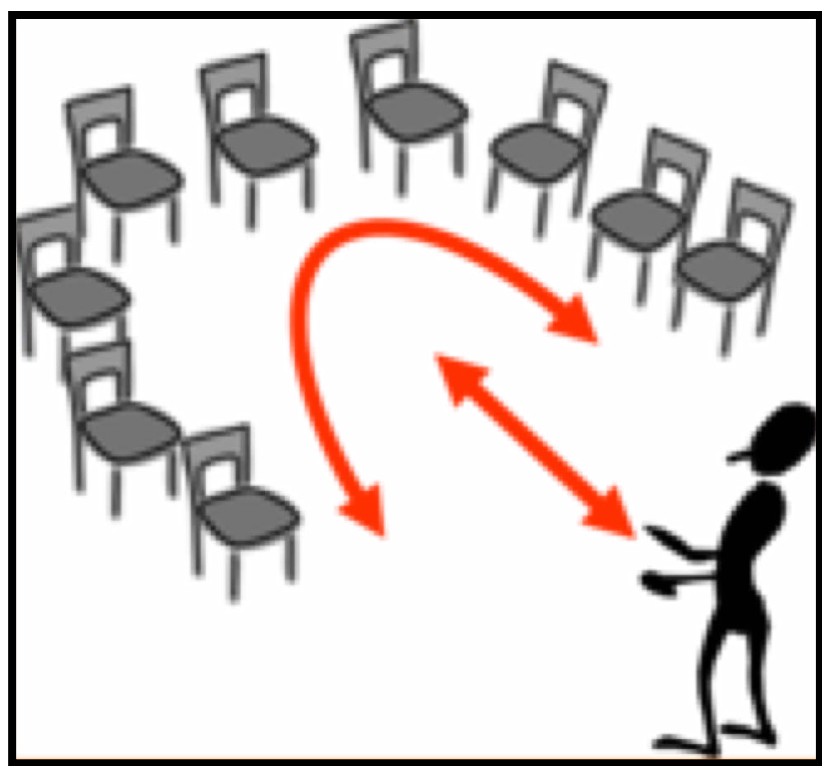
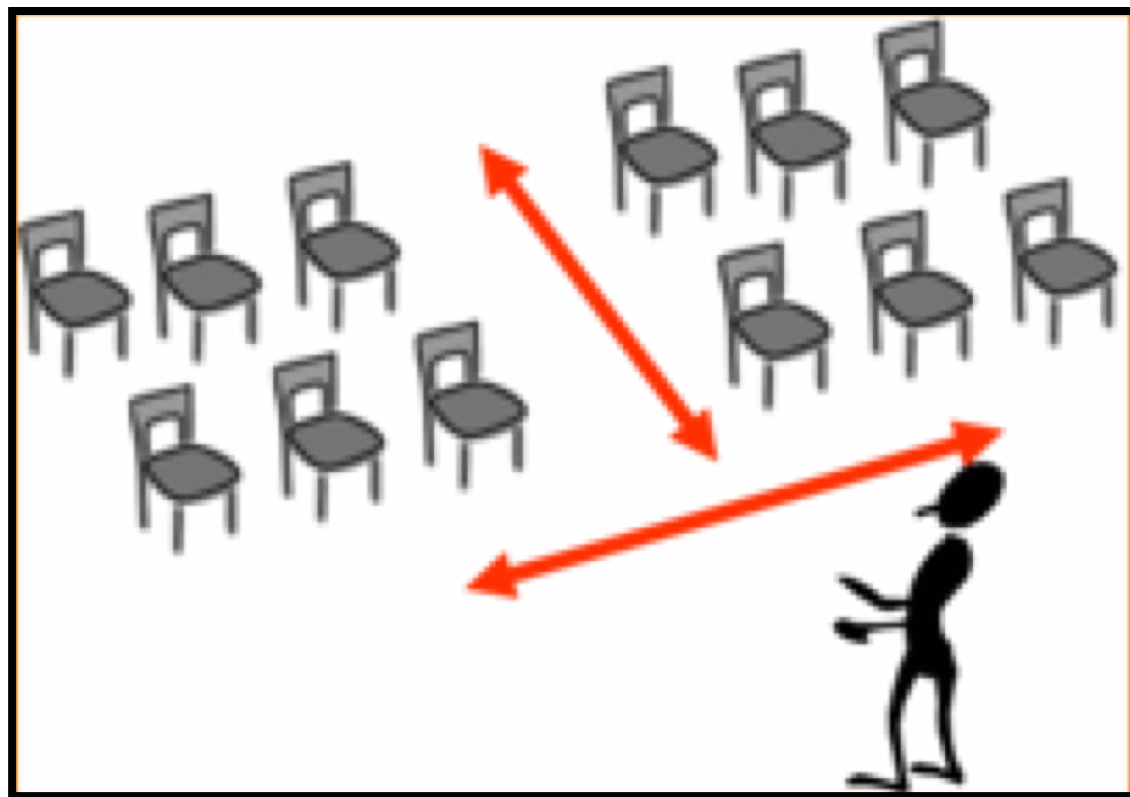
有多個環境的因素可使訓練更有生產力和效果；從調動所有的參與者開始。

座位

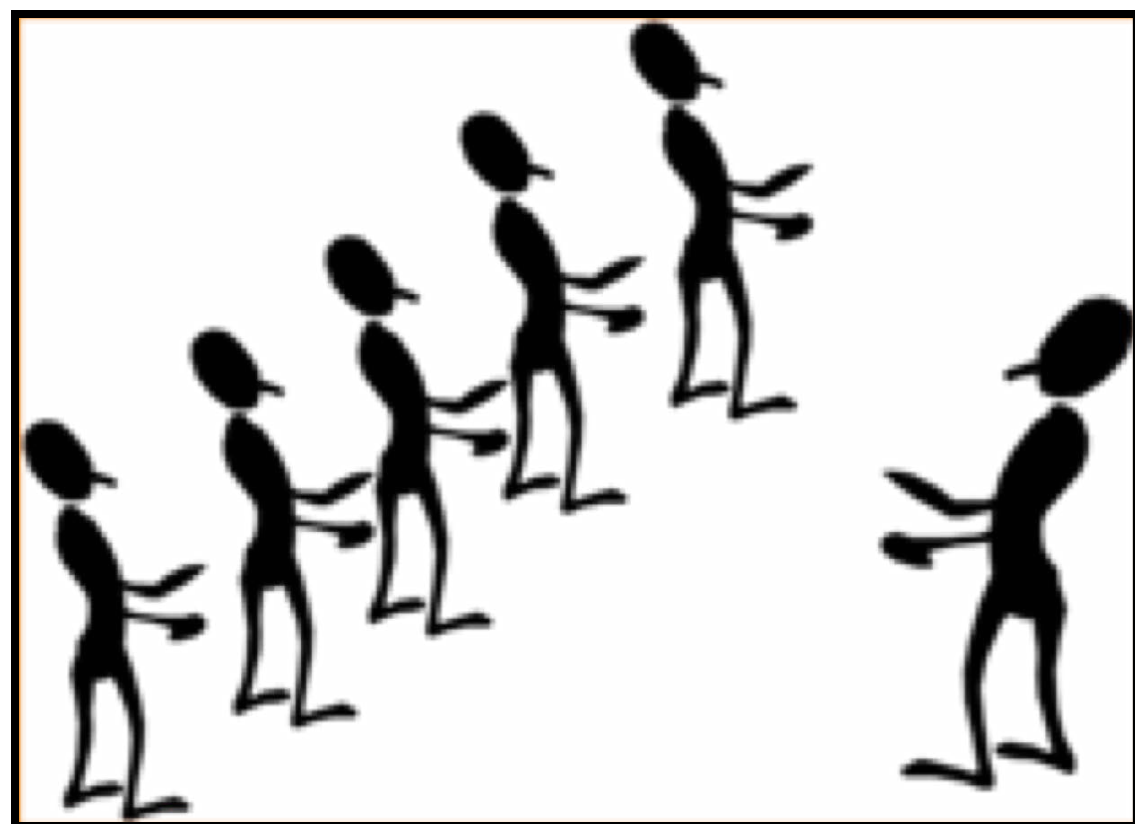
讓參與者以一個特定的格式坐下，可使你對團體有更多的控制力。如參與者站立或躺下，他們可能因不舒服而分散注意力。

有效的座位理念

訓導員可在房間走動以保持對參與者的控制及與他們的眼神接觸



避免...讓參與者站立太長的時間，或躺在地下。



站立



躺下

環境

留意你的環境。有時你可能需要應付很多噪音，風和很多在你訓練地點分散注意力的事項。

- 確保大聲和清楚的講話，和確保每名參與者均聽到你講話。
- 如有孩子哭泣，你或者可安排一個分開的地方讓他們安靜下來。
- 如有很多噪音或風，你可以用便攜的揚聲器（價錢由\$25-\$50不等）。
- 人們只能在有助於學習的環境中學習。這可以是挑戰性的，因為你對你在什麼地方舉行訓練控制力有限。
- 從限制參加人數，最多20-30人，可以使你的訓練做得最好。
- 早到場地進行設置，和確保每個人均可坐在涼快，有蔭和安靜的地方。