

# DOSH DIRECTIVE

Department of Labor and Industries  
Division of Occupational Safety and Health  
*Keeping Washington safe and working*

## 33.95

# WISHA 10 for Agriculture Worker Training

**Date: December 20, 2019**

### **I. Purpose**

This DOSH Directive provides guidance to staff on how to establish whether an employer complies with non-site specific training requirements for hazards in agriculture operations. It establishes inspection procedures and enforcement policies regarding agriculture employers whose employees have successfully completed the [WISHA 10 for Agriculture Training](#) in the employee's preferred language.

This DOSH Directive also specifies the topics taught within the WISHA 10 for Agriculture Worker Training.

### **II. Scope and Application**

- A.** This Directive applies to agriculture industry inspections. It applies to all DOSH operations statewide and replaces all previous instructions on this issue, whether formal or informal.
- B.** This Directive **does not** apply to site-specific safety training. Employers must still train their employees on job and site-specific safety hazards. Employees with WISHA 10 for Agriculture Worker Training cards will not relieve employers from job and site-specific training requirements.

### **III. References**

- [Chapter 296-307 WAC, Safety Standards for Agriculture](#)
- [WISHA 10 for Agriculture Training Program](#)

### **IV. Background**

L&I offers free workplace safety and health training for agriculture through its [WISHA 10 for Agriculture Worker Training Program](#). The training benefits both workers and employers because it leads to safer workplaces and fewer incidents. It also promotes a workplace safety and health culture through peer training. Safety and health professionals who have successfully completed the WISHA 10 for Agriculture Worker Train the Trainer class, and hold a valid trainer card, can also deliver WISHA 10 for Agriculture Worker Training.

This Directive assists inspectors by limiting the amount of time required to document non-site specific safety training when the employees have successfully completed the WISHA 10 for Agriculture Worker Training in their preferred language by a certified trainer. The training card DOSH issues to the employee is valid for 5 years and follows the worker through all employment with all employers.

There are three ways for employers to ensure their employees receive required non-site specific safety and health training:

1. Employers may provide or arrange for their own non-site specific safety and health training for employees.
2. Employers may provide employees an opportunity to attend a department-approved WISHA 10 for Agriculture Worker Training course.
3. Employers may hire employees that already have a valid WISHA 10 for Agriculture Worker Training card.

## **V. Enforcement Policies**

- A.** DOSH staff will not issue a violation to an employer for lack of or inadequate non-site specific safety and health training, if all employees in the area covered by the inspection at the time of the opening have valid WISHA 10 for Agriculture Worker Training cards.
- B.** Inspectors will consider that an employer has met the non-site specific safety and health training requirements for agricultural employees upon verification of successful completion of WISHA 10 for Agriculture Worker Training, which comprises 10 or more hours of safety and health instruction.

There are 10 Essential Topics typically presented, however the instructor may substitute Industry-Specific Topics for ATV Safety\* and/or Field Sanitation\*, depending on the industry sectors present in the training and topic relevance.

### 1. 10 Essential Topics:

- WISHA Safety and Health Basics
- Tractor Safety including Rollover Protection Systems (ROPS) and Power Take-Off (PTO) safety systems
- Accident Prevention Program (APP)
- Hazard Communication
- Machine Safety and Lockout/Tagout Awareness Training
- PPE (physical hazards & chemicals, including pesticides)
- Preventing Sprains and Strains
- Outdoor Heat Exposure
- ATV Safety\*
- Field Sanitation\*

### 2. Industry-Specific Topics:

- Pesticide Safety – Worker Protection Standard (WPS)
- Orchard Ladder Safety
- Confined Space
- Animal handling
- Shellfish water safety
- Biological hazard (e.g. zoonosis)
- Workplace violence

C. Inspectors can verify WISHA 10 for Agriculture Worker Training by any of the following ways:

- Verify the employee is carrying a valid WISHA 10 for Agriculture Worker Training card. WISHA 10 for Agriculture Worker Training cards expire 5 years from the issue date.
- Verify the employer has a copy of the employee’s WISHA 10 for Agriculture Worker Training card on file.
- Check the internal link: [WISHA 10 for Agriculture Worker Training Program.](#)

**EXAMPLE CARD:**



**VI. Point of Contact**


DOSH staff who have questions or need additional guidance or interpretive assistance are encouraged to contact their supervisor, manager, or one of the following:

- DOSH Compliance Operations
- DOSH Technical Services
- DOSH Education & Outreach Services Program

For more information about the WISHA 10 for Agriculture Worker Training Program visit <https://lni.wa.gov/safety-health/safety-training-materials/workshops-events/wisha-10-for-agriculture> or email [WISHA10@LNI.WA.GOV](mailto:WISHA10@LNI.WA.GOV).

**VII. Expiration Date**

This DOSH Directive will expire 5 years from the date of signature, or unless superseded or canceled.

Approved:   
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