PESTICIDE SAFETY Information

CALIFORNIA ENVIRONMENTAL PROTECTION AGENCY

dpr

A No. 9 poster

Pesticide Safety Rules For Farmworkers

Your training and this leaflet tell you about pesticide dangers at work. Pesticides are chemicals that are used to control unwanted insects, weeds, and plant diseases. If you work on a farm, or in a forest, greenhouse, or nursery, your employer must know about the pesticides used and help you learn how to protect yourself. FERTILIZERS ARE NOT PESTICIDES

EMPLOYERS: *This is the hazard communication leaflet for your fieldworkers. Fill in the blank lines in this leaflet and display a copy of this leaflet at the employee's worksite, all permanent decontamination facilities, and decontamination facilities serving 11 or more workers. If requested, you must read this leaflet to an employee in a language the employee understands.*

EMERGENCY MEDICAL CARE

Your employer must plan for medical care before you start working where pesticides have been used. You or your supervisor must be informed of the location of the doctor. If you think that pesticides made you sick or hurt you at work, immediately tell your employer. They must make sure that you are taken to the doctor immediately. Do not drive yourself to the doctor if you get sick at work.

Emergency medical care is available at:

NAME: _____

ADDRESS: _____

TELEPHONE: _____

If more space is needed, your employer may attach a list of medical facilities to this leaflet and write "See attached list" in the above space.

REMEMBER: You DO NOT have to pay for medical care if you get sick or hurt from pesticides at work.

WHAT SHOULD I DO IF I START FEELING SICK AT WORK?

Pesticides can make you sick. Symptoms of pesticide poisoning can be the same as being stressed or ill from heat, having the flu, or other common illnesses. If you get a headache, dizziness, coughing, eye pain, blurred vision, burning eyes, an upset stomach, flu-like symptoms, or a rash while working in the field, ask your employer to take you to the doctor. You can also get skin rashes from plants and insects in the field.

IF YOU THINK
pesticides have made you sick at work, immediately tell your employer. Your employer must make sure that you are taken to the doctor IMMEDIATELY.

WHAT ARE MY RIGHTS?

Your employer must explain your rights to you. If you need help understanding your rights, call or go to your local County Agricultural Commissioner's office, local legal aid and worker's rights organization, union, or the Department of Pesticide Regulation (DPR).

1. Right to Know

You have the right to know the following about pesticides that have been used recently where you work:

- The crop or site treated.
- Where the pesticide was applied.
- When the application started and ended.
- The restricted entry interval (REI).
- Name of the pesticide, active ingredient(s), and U.S. EPA or California registration number.
- The Safety Data Sheet for the applied pesticide.

Your employer must tell you where this information is kept, and must tell you if the location of this information changes. For recent applications, your employer must let you see the records anytime you want without having to ask anyone. You may have to ask to see older records.

You can find information about recent pesticide use at:

(Employers: this is the application-specific information)

ADDRESS: _____

HOW TO FIND THE INFORMATION: _____

_____

If more space is needed, your employer may attach a list of grower names, addresses, and descriptions to this leaflet and write "See attached list" in the above space.

2. Right to Worker's Compensation

If you get sick or hurt **BECAUSE OF YOUR JOB**, you have the right to file for worker's compensation. Worker's compensation will pay for your medical bills, and sometimes, lost pay.

3. Right to Access and Review Training Records

You have the right to look at your safety training records from your employer. These records are kept at:

ADDRESS: _____

4. Right to Obtain Information

You, your doctor, or your representative designated in writing can receive information from the grower or your employer. This includes which pesticides the fields were treated with or any other pesticide record the grower or your employer has to keep.

5. Right to Report Unsafe Conditions

Pesticide safety for workers is the top priority of the County Agricultural Commissioner and DPR. You have the right to report unsafe pesticide work conditions and suspected pesticide use violations without being punished or fired. Neither the grower nor your employer will be told who made the complaint. Your statements about the safety problems must be checked out right away.

6. Right to Be Protected From Retaliation

You are protected from being fired, from discrimination, and from any retaliatory action due to the exercise of any of your rights.

WHO DO I TELL ABOUT DANGERS AT WORK?

Pesticides are only one kind of danger at your work. If you have a complaint about pesticide safety, call your County Agricultural Commissioner. Your local County Agricultural Commissioner's office is:

ADDRESS: _____

TELEPHONE: _____

If you have other health and safety complaints (bathrooms, heat stress, drinking water, etc.), file them with the California Department of Industrial Relations Cal/OSHA office by calling: 1-844-522-6734.

HOW CAN I PROTECT MYSELF FROM PESTICIDES?

Learn all you can from this leaflet and your safety training. **BE SAFE**. Know where you may be exposed to pesticides. If your employer tells you to stay out of a field, do not go in it. Stay away from equipment that is applying pesticides. After working in a field, wash your hands before eating, drinking, chewing gum, using your phone, smoking, or going to the bathroom. At the end of the day, remove your boots or shoes before entering your home and removing your work clothes. Wash your body and hair with soap or shampoo right after work, and change into clean clothes as soon as possible. Wash your work clothes before wearing them again.

WASH WORK CLOTHES
separate from other laundry

WHEN I WORK IN A FIELD, WHAT MUST MY EMPLOYER GIVE ME TO WASH UP?

When you work in a field that has been treated with pesticides, there must be a place nearby with soap, clean water, and paper towels. This is for washing your hands and face, and for emergency eye flushing. You must be told where these items are before you work in the field. If pesticides are spilled or sprayed on you, use these supplies to wash immediately, and inform your employer.

WHEN DO I NEED TRAINING AND WHAT DOES IT COVER?

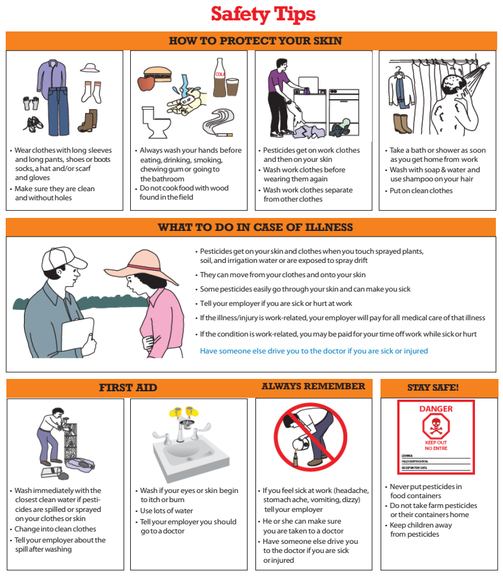
You must be trained before working in fields where pesticides have been used recently, and every year after that. The pesticide safety training must be in a language you understand, and be done by a qualified trainer. You must be trained at a location free of distractions and your trainer must be with you the entire time you are being trained. Your employer must make your training record available to you anytime you ask for it.

Your employer must train you about:

1. Health Effects

- How pesticides can injure you or make you or your family sick.

Safety Tips



- How to protect yourself and your family (especially children and pregnant women) from pesticides.
- How you may feel or look if you get pesticides in or on you.
- Ways pesticides can enter your body.
- How you may feel or look if you get sick from being too hot and what first aid steps to take.

2. Pesticide Safety

- The places at your work where you might get pesticides in or on you.
- First aid and emergency washing methods, including eye wash.
- How, when, and where to get emergency medical care.
- What work clothes to wear and how to wash your work clothes.
- Why and how you should wash after work.
- Why you should not take pesticides home from work.
- What field posting signs and restricted entry intervals mean.
- That your employer must keep you out of application exclusion zones.
- What your employer must give you before you enter a field during a restricted entry interval.
- How to report suspected pesticide violations.
- Your rights as an employee.

The information about your training must be written down. You will be given a paper to sign to show you have been trained. Only sign this form after you have finished the training and you understand what you heard.

You cannot be told to mix, load, or apply pesticides unless you have been trained by your employer to do that job safely (the A-8 safety leaflet has more information about safely handling pesticides).

WHAT WILL I BE TOLD ABOUT NEARBY PESTICIDE APPLICATIONS?

Your employer must tell you about nearby applications on the property OR the grower must post warning signs in fields that are being treated with pesticides. When there is a nearby application being made to the property you are on, your employer must tell you:

BEFORE APPLICATION	AFTER APPLICATION
Date of application	Location and description of the treated area
Location and description of the treated area	Dates and times when entry is restricted
Not to enter the field and the application exclusion zone	To stay out of the field until entry is no longer restricted

This must be in a language you understand. Follow directions from your employer about staying out of treated fields and enclosed spaces like greenhouses, hoop houses, or mushroom houses.

WHAT DOES "RESTRICTED ENTRY INTERVAL" (REI) MEAN?

A REI is the time after a pesticide has been applied when you are not allowed to go into a field. If you touch a plant in a treated field during the REI, you might become sick. After a pesticide is used on a plant, it will begin to go away. But this takes time, so you must stay out of the treated field or enclosed space until the REI ends and your employer or the farmer tells you it is safe to work in the field or enclosed space.

CAN I EVER GO INTO A FIELD WITH A REI IN EFFECT?

Usually, you must stay out of a field until the REI ends and your employer or the farmer tells you that you can enter the field. Never walk or sit in a field that has been sprayed with pesticides. Your employer will try to schedule pesticide applications and your work so you will not go into sprayed fields. Normally, you cannot be told to enter a field or enclosed space if warning signs are posted

There are a few times when you can go into a field or enclosed space during the REI. However, you cannot go into the field until at least **four hours** after the pesticide application. You must be at least 18 years old to enter a field during the REI. There may also be other rules that apply. Your employer must know these rules and tell you about them before you go into the field. He must also tell you how long you can work in that field in one day. For some kinds of jobs, you may only be allowed to work in that field for a short period of time.

WHAT DO I NEED TO KNOW IF I HAVE TO GO INTO A FIELD DURING THE REI?

Your employer must tell you each time:

1. Where you will be working.
2. The name of the pesticide sprayed and when the REI began and when it will end.
3. If there are special restrictions on your tasks, such as if you can touch treated surfaces and how much time you can be in the area.
4. What the label says are dangers to you.
5. How you may feel or look if you get pesticides in or on you.
6. What emergency first aid steps to take if a pesticide makes you sick and how to get help right away.
7. Where to find this leaflet and the A-8 safety leaflet.
8. The protective clothes or equipment you must wear, and that once worn, your work clothes and protective clothes or equipment may be contaminated with pesticides.
9. How to keep from getting sick from being too hot if you use protective clothing or equipment.
10. How to wear, remove, store, and clean the protective clothes and equipment.
11. Why you need to thoroughly wash after you leave the field.

Your employer must give you all the clean protective clothing or equipment you need. If the label requires you to protect your eyes, you need to carry eyewash while you are working. You must be given a clean, pesticide-free place to store your personal clothing, and to put on or take off protective clothing or equipment. You must also be given extra coveralls in case you get pesticide on your clothes. Your employer must give you soap, clean water, and towels for you to wash up.

PROPOSITION 65

In 1986, a law called the Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65) was passed. It requires California to make a list of chemicals that can cause cancer, birth defects, or other reproductive harm. The Proposition 65 list contains many different chemicals, including dyes, solvents, pesticides, drugs, and food additives. If a pesticide you use is on the Proposition 65 list, your employer must warn you if you could be exposed to enough pesticide to cause a significant health risk. Your employer may also choose to tell you if a pesticide on the Proposition 65 list has been sprayed, even if health problems are not likely. As stated above, your employer must keep information on each pesticide application at the address listed on page 2 and allow you to look at it. If you are not sure of this location, ask your employer.

You can find the list of pesticides that are on the Proposition 65 list and that might be used in California at http://www.cdpr.ca.gov/docs/dept/factshts/prop65.htm.

If you don't get all the information you need in your training or want to make a pesticide use complaint, you should call your County Agricultural Commissioner, or the DPR for more information. You can find the Commissioner's number in your local white pages phone directory, by calling 1-87PestLine, or at: www.cdfa.ca.gov/exec/county/countymap/

DPR's Regional Offices are:

- **Northern (West Sacramento) 916/376-8960**
- **Central (Clovis) 559/297-3511**
- **Southern (Anaheim) 714/279-7690**

Pesticide Complaint? 1-87PestLine INFORMATION LINE 1-877-378-5463

All safety leaflets are available at: www.cdpr.ca.gov/docs/whs/psisenglish.htm

SAFETY TIP 9
ALWAYS WASH YOUR HANDS
before eating, drinking, chewing gum, using your phone, smoking, or going to the bathroom.

fast, free, expert help
CALIFORNIA POISON CONTROL
1-800-222-1222

KEVNYABXEEB LOSNTAWM COV TSHUAJ TUA KAB

Cov Ntaub Ntawv

KASLISFAUSNIAS LUB CHAWJ HAUJ LWM TIV THAIV LIAJ IA TEB CHAW

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Txoj Cai Kev Nyab Xeeb Los Ntawm Kev Siv Tshuaj Tua Kab Rau Kev Ua Liaj Teb

Koj lis kev kawm paub thiab daim ntawv qhia paub yuav qhia koj txog qhov kev phom sij los ntawm kev siv tshuaj tua kab nyob rau ntawm chaw ua hauj lwm. Tshuaj tua kab yog cov tshuaj khe mis ua siv los kab, thiab lwm yam kab mob rau liaj teb. Yog koj ua hauj lwm rau tom vaj, hav zoo, hauv tsev iav los siv chaw tu me nyuam, koj tu thawj coj yuav tsum paub txog ntawm kev siv cov tshuaj tua kab thiab pab koj kawm paub txog kev tiv thaiv tu kheej. **COV CHIV TSHAU TSI YOG TSHUAJ TUA KAB.**

TU THAWJ COJ: *Nov yog daim ntawm qhia txog kev phom sij rau tu neeg ua teb. Sau cov ntsiab lus rau qhov khoob ntawm daim ntawv tai nov thiab qhia koj daim ntawv theej nov rau ntawm chaw hauj lwm, cov txeej teg pab cuam kev tsi huv tag nro thiab cov txeej teg pab cuam kev tsi huv ua pab cuam tau cov neeg hauj lwm lis 11 lleg nce. Yog muaj kev thov, koj yuav tsum twm daim ntawv tai nov rau tu tub hauj lwm los ntawm cov lus ua nw nkag siab.*

KEV SAIB HYUAS KHO MOB MAJ NRAWM

Koj tu thawj coj yuav tsum muaj teeb txheem kho mob ua ntej koj yuav pib nqi tes ua hauj lwm nrog cov tshuaj tua kab ua mu siv cov tshuaj tua kab ntawm. Koj lossis koj tu thawj coj yuav tsum tau qhia txog ntawm qhov chaw nyob ntawm tu kws kho mob. Yog koj xav tia tshuaj tua kab ua rau koj raug mob lossis tsim txom koj thaum koj tab tom ua hauj lwm qhia rau koj tu thawj coj tam si. Koj tu thawj coj yuav tsum tshawb hyuas kom ntseg siab tia koj rau xa mu ntsib kws kho mob tam si. Koj tu kheej tsi txog tsav tsheb mu ntib kws kho mob yog tia koj rau mob tom hauj lwm.

Kev saib hyuas kev kho mob maj nrawm muaj nyob ntawm:

NPE: _____

CHAW NYOB: _____

XOV TOOJ: _____

Yov xav tau chaw sau kev kho mob dab tsi ntxiv, koj tu thawj coj yuav muaj ib daim ntawv los nrog thiab sau tia, "saib cov lus sau ntawm daim ntawv los nrog" nyob rau qhov chaw sab sauv.

NCO CIA: Koj **TSI TXHOB** them cov nqis kho mob yog koj raug mob lossis ntsib teeb meem los ntawm cov tshuaj tua kab los ntawm hauj lwm.

KUV TSIM NYOB YUAV UA CA KOJ KUV HNOV MOB NYOB NTAWM CHAW HAUJ LWM?

Cov tshuaj tua kab muaj peev xwm ua rau koj mob. Tu yam ntxwv mob los ntawm cov tshuaj tua kab muaj ntsi zoo lis hnov zoo lis chim, lossis muaj dab tsi kub, mob tob haus lossis lwm yam kev mob. Koj koj muaj tu yam ntxwv mob tob hauv lossis kiv tob haus, hnoo, mob qhov muag, mob kub khaus qhov muag, mob plab, muaj tu yam ntxwv zoo lis ua npaws lossis muaj tawm pob nyob rau lub sij hawm nyob ntawm hauj lwm. Koj tseem tuaj yeem hnov kev rau koj cov tawv nqaij los ntawm nroj lossis kab nyob rau txawm chaw hauj lwm.

YOG KOJ XAV TIA
tshuaj tua kab ua rau koj mob nyob ntawm chaw hauj lwm, qhia rau koj tu thawj coj tam sis. Koj tu thawj coj yuav tsum tshawb hyuas kom ntseg siab tia koj rau xa mu ntsib kws kho mob TAM SI.

TXOJ CAI NTAWM KUV YOG DAB TSI?

Koj tu thawj coj yuav tsum qhia koj txoj cai rau koj. Yog koj xav tau kev pab cuam rau kev nkag siab koj txoj cai hu los si mu ntawm zej zos Fab hauj lwm thawj xwm kav kev ua liaj teb (County Agricultural Commissioner) lub hoob ka, Fab keb pab cuam txoj cai ntawm zej zos thiab Fab hauj lwm neeg ua hauj lwm txoj cai lossis Fab hauj lwm tiv thai tshuaj tua kab (DPR).

1. Muaj Cai Paub

Koj muaj cai paub tia cov tshuaj tua kab nov yuav rau coj mu siv tsi ntev tom ntej no rau ntawm koj qhov chaw hauj lwm:

- Kev cog lossis Loj me ntawm kev saib hyuas.
- Qhov twg ua yuav tau siv tshuaj tua kab.
- Yuav piv siv thaum twg thiab tiav thaum twg.
- Lub sij hawm seem ntawm yam ua yuav tau ua (REI).
- Lub npe ntawm cov tshuaj tua kab, muaj tshuaj txhaum, thiab U.S. EPA lossis Kaslisfausnias tu lej rau npe.
- Cov Ntaub Ntawv Kev Nyab Xeeb Rau kev siv cov tshuaj tua kab.

Koj tu thawj coj yuav tsum qhia koj tia cov ntaub ntawv nov nyob rau qhov twg thiab yuav tsum qhia koj yog tia muaj kev pauv qhov chaw rau cov ntaub ntawv. Tu thawm coj yuav tsum cia cov ntaub ntawv teev cia txhua sij hawm ua koj xav tau tsi ta yuav tau noog leej twg lis. Tej zaum koj kuj yuav tau noog saib cov ntaub ntawv teev tseeg qub dhau los.

Koj muaj peev xwm nriav txog tawm kev siv cov tshuaj tua kab zaum kawg nkau yog thaum twg ntawm:

(Tu thawj coj: Nov yog cov ntaub ntawv rau tu yuav siv)

CHAW NYOB: _____

Yuav Nriav Cov Ntaub Ntawv Lis Ca: _____

Yov xav tau chaw sau kev kho mob dab tsi ntxiv, koj tu thawj coj yuav tsum muaj cov npe tu cog, chaw nyob thiab kev qhia hauv daim ntawv tai nov los nrog thiab sau tia, "saib cov lus sau ntawm daim ntawv los nrog" nyob rau qhov chaw sab sauv.

2. Txoj Cai Rau Ntawv Kev Them Nqis Zog

Yog tia koj muaj mob lossis raug mob **LOS NTAWM KOJ TXOJ HAUJ LWM**, koj muaj cai thov koj cov nqis dag zog. Ntawm Kev them nqis zog yuav them koj cov nqis kho mob thiab qee zaus ua muaj kev siv nyiaj.

3. Txoj Cai Rau Kev Nkag Mu Thiab Ntsuam Hyuaskev Kawm Paub Kev Teev Cia

Koj muaj cai saib koj cov kev teev kawm paub tiv thaiv los ntawm koj tu thawj coj. Cov ntaub ntawv teev nov tau muab teev cia rau ntawm:

CHAW NYOB: _____

4. Txoj Cai Ntawm Kev Txhai Xov Xwm

Koj, koj tu kws kho mob lossis tu sawv cev ua tau txai kev tso cai yam muaj ntaub ntawv los ntawm koj muaj peev xwm txai cov ntsiab lus txog tu neeg mob lossis koj tu thawj coj. Nrog rau cov tshuaj tua kab nyob tom teb ua tau muaj kev sab hyuas lossis lwm cov tshuaj tua kab ua tu cog los si koj tu thawj coj khaw cia.

5. Txoj Cai Ntawv Kev Qhia Lub Caij Ua Tsi Nyab Xeeb

Kev nyab xeeb ntawm cov tshuaj tua kab rau cov neeg ua hauj lwm yog yam tseem ceeb tshaj plaw rau Fab hauj lwm thawj xwm kav kev ua liaj teb (County Agricultural Commissioner) thiab DPR Koj muaj cai qhia kev ua hauj lwm ntawm kev siv tshuaj tua kab ua tsi nyab xeeb thiab ntshai tia muaj kev quab yuam kev siv tshuaj tua kab los ntawm yuav raug txim los si raug ncaw tawm. Tu cog thiab koj tu thawj coj yuav tsum paub tia leej twg yog tu qhia. Koj cov lus txog qhov teeb meem ntawv yuav raug tshawb hyuas tam si.

6. Txoj Cai Ua Yuav Tau Txai Kev Tiv Thaiv Los Ntawv Kev Ua Pauj

Koj tau txai ke tiv thaiv los ntawm kev raug ntiab tawm, los ntawm kev xaiv ua hauj lwm, thiab lwm yam kev ua pauj vim koj siv ib txoj cai twg.

KUV YUAV QHIA KEV PHOM SIJ NTAWV HAUJ LWM RAU LEEJ TWG?

Tshuaj tua kab yog ib yam ua phom sij nyob ntawm koj chaw hauj lwm. Yog koj muaj kev thov txog ntawm kev nyab xeem ntawm cov tshuaj tua kab, hu rau Fab Hauj Lwm Pwm Kav Kev Ua Liaj Teb ntawm koj. Koj Lub Zej Zos Tu Tswj Saib Huas Kev Ua Liaj Teb (County Agricultural Commissioner)

Lub chav ua hauj lwm yog:

CHAW NYOB: _____

XOV TOOJ: _____

Yog koj muaj kev thov hai txog kev noj qab haus huv los si lwm yam kev nyab xeeb (Lub chawv dej, ntxub kev kub, dej haus lossis lwm yam), qhia cov teeb meem nov rau California Department of Industrial Relations Cal/OSHA lub hoob ka los ntawm tu xov tooj: 1-844-522-6734.

KUV YUAV TIV THAIV TU KHEEJ LOS NTAWM COV TSHUAJ TUA KAB TAU LIS CA?

Kawm txhua yam ua koj muaj peev xwm los hauv daim ntawv qhia thiab kawm paub tiv thaiv koj tu kheej. **KEV NYAB XEEB.** Paub tia qhov twg ua koj yuav siv tshuaj tua kab. Yog koj tu thawj coj kom koj txob nkag mu ntawm daim teb, tsi txob mu ntawm ntawv. Nyob kom nrug deb cov cuab yeej ua coj los siv rau tshuaj tua kab. Tom dab ua hauj lwm tom teb, ntxuav koj sab tes ua ntej noj mov, haus luam yeeb, siv xov tooj lossi mu siv chav dej. Tom qab hnub ntawv, hle koj sab khaus ua ntej yuav mu tsev thiab hles koj cov khaub ncaw ua hauj lwm. Ntxuav koj lub cev thiab cov plob haus los ntawm kev siv tshuaj zawv plob hau thiab xab npum tom qab koj ua hauj lwm tag, thiab hloov cov khaub ncaw huv kom saim lis qhov koj ua tau. Koj yuav tsum ntxhua koj cov khaub ncaw ua hauj lwm ua koj yuav rov muab los hnav dua.

TSI TXOB NTXHUA COV KHAUB NCAW
Cov khaub ncaw koj hnav tom hauj lwm nrog lwm lub cav txhua khaub ncaw. Nw yuav tsum ntxhua nw xwb.

THAUM KUV UA HAUJ LWM NTAWM CHAW HAUJ LWM, KUV TU THAWJ COJ YUAV MUAB COV KHOOM NTXUAV RAU KUV NTAU NPAUM CA?

Thaum koj nyob ntawm chaw hauj lwm raug cov tshuaj tua kab yuav tsum muaj qhov chaw ua nyob zeb nrog rau xab npum, dej huv, thiab phuam so ib ce thiab ntaub so fwv. Nov yog siv rau kev ntxuav muag, thiab ntxuav qhov muag nyob rau lub caij ua maj nrawm. Koj yuav tsum tau pauv tia cov cuab yeej nov nyob rau qhov twg ua ntej koj yuav ua hauj lwm. Yog tia cov tshuaj tua kab nchav ywg koj lossis txaws rau koj siv cov cuab yeej ntawv ntxuav tam si thiab qhia rau koj tu thawj coj.

THAUM TWG UA KUV YUAV TSUM MUAJ KEV KAWM PAUB THIAB NW YUAV MUAJ DAB TSI?

Koj Yuav tsum tau txai kev kawm paub ua ntej koj yuav ua hauj lwm nrog tshuaj tua kab nyob rau lub sij hawm sai nos thiab txua xyoo ua ntej ntawv. Keb kawm paub tiv thaiv tshuaj tua kab yuav tsum yog cov lus ua koj nkag siab thiab tu qhia koj muaj kev txawj nte rau qhov nov. Koj yuav tsum tau txai kev kawm paub nyob rau thaj chaw ua tsi toog ntsej thiab tu neeg qhia koj yuav tsum nyob nrog koj ta lis lub caij koj muaj kev kawm npaub ntawv. Koj tu thawj coj yuav tsum teeb kom muaj kev kawm paub rau koj txhua sij hawm.

Koj tu thawj coj yuav tsum qhia koj txog:

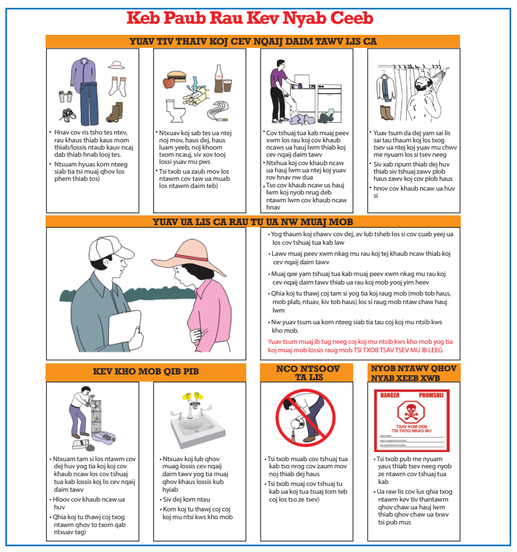
1. Ua Teeb Meem Rau Kev Noj Qab HausHuv

- Cov tshua tua kab muaj peev xwm ua rau kuv los tsev neeg muaj mob tau lis ca.
- Yuav tiv thaiv koj tu kheej thiab tsev neeg (tshwj xeeb yog me nyuam yaus thiab neeg muaj me nyuam) los ntawm tshuaj tua kab lis ca.

TXOJ HAUV KEV TIV THAIV 9
NTXUAV KOJ SAB TES TA LIS
ua ntej noj mov, haus luam yeeb, siv xov tooj lossi mu siv chav dej.

Ceev, Pub Dawb, Keej Pab
Kev saib hyuas txhiam xwm ntawm Kaslisfausnias
1-800-222-1222

Keb Paub Rau Kev Nyab Ceeb



- Koj hnov zoo lis ca lossis los si hnov zoo lis tia koj muaj tshuaj tua kab nyob hauv koj lub cev.
- Qhov twg ua tshuaj tua kab muaj peev xwm nkag tau mu rau hauv koj lub cev.
- Koj yuav xwv lis ca thiab saib lis ca yog koj muaj mob los ntawm kev kub thiab yuav muaj txoj hauv kev lis ca rau kev kho mob qib pib lisca.

2. Kev Tiv Thiv Cov Tshuaj Tua Kab

- Ntawm thaj chaw koj ua hauj lwm qhov twg ua koj yuav rau tshuaj tua kab rau koj tu kheej.
- Vib this kho mob qib pib thiab ntxuav thaum maj nrawm, nrog rau kev ntxuav qhov muag thiab.
- Yuav ua ca thiab nyob qhov twg ua yuav nria tau kev pab cuam yam maj nrawm.
- Yuav hnav cov khaub ncaw ua hauj lwm lis ca thiab yuav ntxhua cov khaub ncaw ua hauj lwm lis ca.
- Vim lis ca thiab ua ca koj ho yuav tau ntxhua tom qab ua hauj lwm.
- Vim lis ca koj thiaj yuav tsi txob nqa cov tshuaj tua kab los hauv tsev los tom hauj lwm los.
- Yuav ua li cas qhia tej yam tshwm sim thiab txwv ua seem txhais tau li cas.
- Koj tu thawj coj yuav tsum tiv thaiv kom koj txob nyob rau qhov teeb txheem tsi xaiv rau ntawm daim ntawv thov.
- Yam ua koj tu thawj coj yuav tsum muab rau koj ua ntej koj mu nqis rau hauv qhov chaw ua hauj lwm thaum lub caij tsi muaj dab tsi ntawv.
- Yuav qhia kev quab yuam ua ntshai tia tsam muaj tshua tua kab tau lis ca
- Koj muaj cai raw lis tu neeg hauj lwm.

Cov ntaub ntawv ua koj tau kawm paub yuav tsum tau sau cia. Koj yuav tau txhai ib tsab ntawv txhawm rau sau npe txawm rau qhia tia koj tau kawm lawm. Tsua rau npe rau daim ntawv nov tom qab koj tau tag kev kawm paub thiab nkag siab yam koj tau hnov ntawv lawm.

Koj tsi muaj peev xwm qhia kom tov, nchuav, lossis siv cov tshuaj tua kab dhau ntawm koj tau txai kev kawm paub los ntawm koj tu thawj coj yam muaj kev nyab xeeb (Daim ntawv qhia kev nyab xeeb A-8 muaj cov ntaub ntawv paub ntxiv txog kev siv cov tshuaj tua kab yam muaj kev nyab xeeb).

KUV YUAV QHIA LIS CA NYOB RAU IB PUAG NCIG NTAWM QHOV MUAJ KEV SIV TSHUAJ TUA KAB?

Koj tuthawj coj yuav tsum qhia koj txog ntawm thaj chaw tua tshuaj ua nyob zes lossis tu cog yuav tsum tso cim ceeb toom rau ntawm qhov chaw ua muaj kev tua tshuaj tua kab. Yog muaj qhov chaw tua tshuaj ua nyob ze qhov chaw koj nyob koj tu thawj coj yuav tsum qhia koj:

UA NTEJ KEV SIV	TOM QAB KEV SIV
Hnub Siv	Thaj chaw thia lub ntshiab ntawm qhov txhaw muaj kev tua tshuaj
Thaj chaw thia lub ntshiab ntawm qhov txhaw muaj kev tua tshuaj	Hnub thiab sij hawm muaj kev tua tshuaj
Tsi txob mu rau hauv daim teb thiab thaj chaw ua muaj kev tua tshuaj	Sawv sab nrauv ntug teb kom txog ntu thaum cov tshuaj yaj tag lawm

Thiab nw yuav tsum yog qhia los ntawm cov lus ua koj nkag siab. Ua raw lis koj tu thawj coj qhia koj txog ntawm kev to nyob rau qhov chaw ua muaj kev nyab xeeb, thiab qhov ua muaj yam thaiv xws lis tshev iav, tshev ua nceb lossis tsev ua yub kab.

"LUB SIJ HAWM TXWV TSI PUB NKAG" (REI) TXHAI TAU LIS CA?

REI Yog lub sij hawm tom qab muaj kev tshuag tshuaj tua kab tag thaum ua tsi pub koj mu rau hauv daim teb. Yog koj chwv cov roob loos ua nyob rau thaj teb ua muaj kev ua REI, yuav ua mob rau koj. Tom qab siv cov tshuaj tua kab yawg cov qoob loos tag, nw yuav maj mam pawv mu. Tab si yuav siv sij hawm yog lis koj yuav tsum nyob ntawm qhov chaw ua muaj kev saib hyuas los qhov chaw muaj dab tsi thaiv kom txog ntua thaum REI yuav pawv tag thiab koj tu thawj coj los si tu cog qhia koj tia tsi muaj teeb meem lawm koj muaj peev xwm mu ua hauj lwm ntawm qhov chaw los si hauv lub tsev.

KUV PUA TUAJ YEEM MU HAUV DAIM TEB UA TSEEM MUAJ REI YAM TSI MUAJ TEEB MEEM TAU?

Qhov tiag, Koj yuav tsum nyob sab nrauv kom txog ntua thaum cov REI pawv tag thiab koj tu thawj coj lossis tu cog qhia tia koj muaj peev xwm nqis mu hauv daim teb. Tsi txob mu ncig los si zaum hauv daim teb ua muaj kev tshuag tshuaj tua kab. Koj tu thawj coj yuav teeb lub sij hawm kev tua tshuaj tua kab thiab koj txoj hauj lwm yog lis ntawv koj yuav tsum txob nkag mu hauv daim teb. Qhov tiag lawm, koj tsi muaj peev xwm qhia koj nkag mu hauv daim teb lossis thaj chaw ua thaiv yog muaj kev tso cim qhia.

Nw tsua muaj qee zaum xwb ua koj muaj peev xwm mu rau thaj chaw ua tseem tab tom ua REI. Txawm lis ca los xij, koj tsi muaj peev nqi mu rau hauv daim teb yam tsawg lis plaub tom qab muaj kev tua tshuaj tua kab **xuaj moo** tom qab muaj kev tua tshuaj tua kab. Koj yuav tsum muaj hnub nyoog yam tsawg 18 xyoo thiaj muaj peev xwm nkag mu hauv daim teb. Tej zaum kuj yuav muaj lwm txoj cai ua cuam tshuam. Koj tu thawj coj yuav tsum paub cov cai nov thiab qhia cov cai nov rau lawv tom qab mu rau hauv daim teb. Nw yuav tsum qhia koj tia koj muaj peev xwm ua hauj lwm tau ntev npaum ca rau qhov hauj lwm ntawv ntawm ib hnub. Ntawm qee txoj hauj lwm, tej zaum koj kuj yuav tau txai kev pom zoo siv lub sij hawm luv rau kev ua hauj lwm.

KUV YUAV PAUB DAB TSI YOG KUV YUAV TAU NQI MU HAUV DAIM TEB THAUM TEEM MUAJ REI?

Koj tu thawj coj yuav tsum qhia koj txhua zau:

1. Koj yuav ua hauj lwm nyob rau qhov twg.
2. Lub npe h