Pesticide Exposure

EMERGENCIES!

If an employee has a pesticide illness or is exposed to a pesticide that might reasonably lead to illness, an employer must take them to a doctor or provide transportation to a doctor.

YOU CANNOT LET A SICK OR EXPOSED EMPLOYEE DRIVE THEMSELVES TO THE DOCTOR.



People react differently to pesticides, and symptoms can range from mild irritation to severe outcomes like coma or death. While you are not expected to diagnose illnesses, you must recognize when there is reasonable cause to suspect a pesticide-related illness or exposure could make someone sick.

Communicate with your employees about the need for medical care.

An employee may decline or hesitate when offered transportation to the doctor. You can do several things to help ensure they receive the proper care:

- Lead with compassion and reassure your employee their well-being is your top priority.
- Let your employee know you are concerned they may have been exposed to a pesticide that may cause them to be sick and that seeing a doctor is necessary.
- Reassure your employees they have the right to receive transportation to the doctor and be treated at no cost to them.

If a sick or exposed employee declines transport to medical care, you should:

Consider whether you planned for and offered transportation that would help employees feel comfortable accepting medical care. These facts matter and will be looked at when deciding whether the law was followed:

- Remind your employees that this will not affect their job, they should not drive themselves, and they will not have to pay for medical care.
- If your employee continues to deny transport, document the offer and your employee's denial.
- Ask them to notify you if they continue to experience any pesticide exposure-related symptoms and/or change their minds and would like medical care.
- Follow-up with them about their well-being over the course of the day and the next day.

Violations of these legal requirements put your employees at risk and can result in administrative penalties up to $15,000 per violation against you.

dpr California Department of Pesticide Regulation