



Most of the safety and health requirements that apply to dairy farms are found in Safety Standards for Agriculture, Chapter 296-307, WAC (Washington Administrative Code).

Accident Prevention Program (APP)

Q. Must dairy farms have a written APP?

A. Yes. Furthermore, employers must customize the APP to address specific hazards on their farm, like outdoor heat exposure and hazardous chemicals. See WAC 296-307, Part B for a list of required elements.

Q. Are safety meetings required?

A. Yes. Crews must meet:

- At least monthly, and
- When a significant change in workers' job assignments occur.

See WAC 296-307-033 for more detail.

Accident Follow-up

Q. What's required if someone gets hurt?

A. For minor first-aid type injuries, follow the first-aid requirements of WAC 296-307, Part B.

For injuries beyond first aid:

- Report to L&I, within 8 hours, any fatality, inpatient hospitalization, or acute pesticide illness/injury as detailed in WAC 296-307-018 (5). When an amputation or loss of an eye occurs, report the injury to L&I within 24 hours.
- Update the OSHA 300 log, when required by Chapter 296-27, WAC.
- Follow accident investigation requirements in WAC 296-800-320.

As for workers' compensation claims, injured workers typically initiate the process by filling out a form at the medical facility where they receive initial care.

Bathroom Facilities

Q. What's required for bathrooms at dairy farms?

A. Employers can provide either portable or site-built "fixed" facilities.

A minimum number of toilets must be available (1 for up to 15 workers, 2 for up to 35 workers, etc.) with separate toilet rooms for each sex or as single occupancy facilities equipped with a lock on the inside. Provide toilet paper and a holder for each toilet.

See WAC 296-307, Part N for further requirements for privacy, washing facilities (lavatories), and sanitation.

Chemical Safety

Q. Are hazardous chemicals used on dairy farms?

A. Yes. Farms use teat dips, hoof-care products, equipment sanitizers, and other products containing inherently hazardous chemicals. Employers must have a written Hazard Communication Program (HCP) to address these products.

In addition to a written HCP, employers must:

- Keep a list of all hazardous chemicals present on the farm.
- Provide access to safety data sheets (SDSs).
- Ensure labels on containers meet requirements.
- Train exposed workers.

See the Hazard Communication rule, Chapter 296-901, WAC for more detail.

Drinking Water

Q. What are the drinking water requirements for dairy farms?

A. Workers must have ready access to potable drinking water at all times.

If refillable containers are used, they must:

- Have a lid and tap,
- Be kept sanitary, and
- Get refilled daily and as often as necessary to meet needs.

Use of a shared drinking cup or ladle is prohibited; the same goes for open containers, such as buckets or basins with or without a lid, that would require workers to dip into the water or pour it out.

See WAC 296-307-24012 for more detail.

Equipment Safety

Q. What requirements apply to farm equipment?

A. Employers must ensure that farm equipment with dangerous moving machinery parts, like power take-offs (PTOs), can't injure dairy workers. See



WAC 296-307, Part M for machine safeguarding requirements.

In addition, employers must ensure that Lockout-Tagout (LOTO) procedures are followed. LOTO applies when workers could get hurt by the release of stored energy when they clean, repair or maintain farm equipment and vehicles. See WAC 296-307, Part Q for more detail.

Tractors must be equipped with roll-over protection (ROPs) as required in WAC 296-307, Part F.

Q. Is equipment safety training required?

- A.** Yes. Employers must ensure equipment safety training is provided every year and when new equipment is brought in or when there are other changes in work that create a new equipment hazard.

First Aid

Q. What are the first-aid requirements for dairy farms?

- A.** Dairy workers must have access to quick and effective first aid. If there is no infirmary, clinic or hospital nearby then:
- Someone trained in first aid must be available, and
 - Appropriate first-aid supplies or first-aid kit need to be readily available to workers.

One kit is required for up to 15 workers, 2 kits for up to 30 workers, and 3 kits for up to 50 workers.

For more detail, see WAC 296-307, Part B.

Q. What do kits need to include?

- A.** Select contents for kits that are appropriate for the kind of injuries that workers could experience.

See WAC 296-307-03920 for a list of suggested items for treating minor wounds and burns.

Heat Exposure

Q. Do outdoor heat exposure rules apply to dairy farms?

- A.** Yes. Every year, from May through September, employers must protect workers from outdoor heat by following requirements for:
- Drinking water,
 - Training and information, and
 - Responding to heat-related illness symptoms and incidents.

These requirements apply to work at temperatures of 89°F or higher when a shirt and pants are worn, but also apply at lower temperatures (e.g., 52°F) when additional clothing like coveralls, rain gear or chemically resistant suits is worn.

See WAC 296-307, Part G1 for more detail.

Q. Is training on outdoor heat safety required?

- A.** Yes. Annual training is required for workers and supervisors. Training must cover:
- Signs and symptoms of heat stress and heat stroke,
 - Environmental and personal factors that can increase their susceptibility to heat-related illnesses,
 - The importance of drinking water frequently,
 - Removal of PPE to allow cool down during breaks, and
 - Procedures for responding to and reporting signs and symptoms of heat stress and heat stroke.

Lunch/break Rooms

Q. Are lunch/break rooms required at dairy farms?

- A.** Not typically, except in situations where workers must stay on premises and would have no other option but to eat or drink in a toilet room or other place where they could get exposed to toxic materials, including hazardous farm chemicals.

If a lunchroom is necessary, then follow the size specifications and other requirements in WAC 296-307-24030.

Personal Protective Equipment

Q. What personal protective equipment (PPE) is required for dairy workers?

- A.** Employers must provide, at no cost to workers, PPE to protect against contact with hazards like:
- Corrosive or toxic disinfectants and other hazardous farm chemicals,
 - Animal waste containing infectious pathogens,
 - Flying particles during use of farm equipment and tools, and
 - UV radiation during welding activities.

Examples of PPE include:

- Eye protection,
- Gloves,
- Coveralls,
- Slip-resistant rubber boots, and
- Hearing protection.

PPE doesn't include normal work clothing like long-sleeved shirts, pants, and socks.

See WAC 296-307, Part H for more detail.

Worker Rights and Discrimination

Q. What can workers do if they experience retaliation because of a job injury or safety concern?

- A.** It is illegal for employers to fire, demote, mistreat or otherwise discriminate against workers for filing injury compensation claims or for voicing workplace safety and health concerns.

If discrimination is related to:

- A job injury, contact L&I at 360-902-9155 about filing an Industrial Insurance Discrimination Complaint Form.
- Voicing a safety and health concern, contact L&I at 360-902-6088 about filing a DOSH Discrimination Complaint form.

Visit www.Lni.wa.gov/workers-rights for more information about worker rights and discrimination.

Dairy Safety Resources

To find dairy farm-related rules/requirements, videos, checklists, fact sheets and other resources to help strengthen your safety program, visit www.Lni.wa.gov/DairySafety.

To learn how to identify hazards and solutions, visit www.Lni.wa.gov/safety-health and select "Get Started With Safety & Health".