

# Appendix 2

## Inspection Interviews

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### Introduction

This appendix in conjunction with the instructions in “Talking to employees and employers” found in Chapter 1 of the Inspection Procedures Manual (pages 16 and 17) provides information to help you conduct effective inspection interviews.

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# Inspection Interviews

## Purpose

Conducting interviews with workers and/or employers is an essential part of the inspection process. You must question workers, handlers and employers to determine:

- Specific information about the activity being inspected.
- Information on general business operations.
- Information on how the business and individuals comply with specific pesticide laws and regulations.

The following directions describe the standards that apply to conducting interviews while performing inspections.

## When and who to interview

Interviews must be conducted when performing any pesticide use monitoring, field worker safety or records inspection. Interviews are not required when performing a Pesticide Pre-Application Site Evaluation.

The following table describes the types of individuals that must be interviewed as part of the inspection listed.

<b>When performing this Inspection</b>	<b>Interview these individuals</b>
All types of use monitoring inspections	A management representative if on site and at least one handler.
Field Worker Safety Inspection	A management representative if on site and at least one field worker.
Headquarter and Employee Safety Inspection (non-pest control business)	A management representative and at least one handler if on site and at least one field worker if on site.
Headquarter and Employee Safety Inspection (pest control business)	A management representative and at least one handler if on site.
Licensed Pest Control Business Records/Storage Inspection	A management representative and at least one handler if on site.
Dealer Records/Storage Inspection	The designated agent and at least one salesperson if available.
Pest control Adviser Records Inspection	The adviser and at least one handler (scout) if on site.

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## Inspection Interviews, Continued

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### **Interview techniques**

Upon arrival at the inspection site, introduce yourself to the person responsible for the operation and explain why you are there. Provide identification if requested. Always treat the individual being interviewed with respect and courtesy.

Do not ask leading questions or questions that can be answered yes or no. For example, instead of asking, “Have you been trained?” or “You have been trained, right?” ask, “What kind of training have you received?”

When practical, interview employees away from their employer or management representatives.

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### **When you are unable to conduct interviews**

Refer to the “Conducting an Inspection” section item number 3 on pages 16 and 17 of the Inspection Procedures manual for information on when interviews cannot be performed. When you are unable to interview any of the individuals indicated in the table above, you must explain why in the “Remarks” section of your inspection form or on a Supplemental Inspection form.

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### **General interview questions**

The following questions should be asked during all inspections when there is an employer/employee relationship. You may need to ask these questions using different terms or explanations to help determine compliance. The questions will provide information for inspection strategies to a better understand the businesses and operations you are regulating.

#### **When interviewing employers ask:**

1. Is the employer aware of any employee refusals?
    - What is the employer doing to correct employee refusals?
  2. Is the employer aware of any exposure incidents?
    - What are the procedures when an exposure occurs?
      - How would the victim get to a medical facility?
      - How would pesticide information be provided to medical personnel and/or the victim?
      - What are the details and examine any available records related to the incident.
  3. How is notification (3CCR 6618) provided to employees?
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## Inspection Interviews, Continued

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**General  
interview  
questions  
continued**

When interviewing handlers or field workers ask:

1. Is the employee aware of any exposure incidents?

What would the employee do if they become sick or injured?

Determine if there have been any drift or exposure incidents.

Determine the details and examine any available records related to the incident. 2. Does the employee receive notification?

When working in a field that is within ¼ mile of a field where entry is restricted, who notifies the employee?

What is the method of notification?

Document noncompliance's in the Remarks section.

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**Retaliation**

If you receive complaints from an employee regarding any incidents of retaliation, inform the employee that the Department of Industrial Relation's Division of Labor Standards Enforcement (DLSE) investigates retaliation cases. Their web site is located at <http://www.dir.ca.gov/DLSE/dlse.html>. Provide the employee with the phone number and address of the nearest DLSE office.

**Information regarding retaliation is CONFIDENTIAL. DO NOT document *any* information regarding retaliation on the inspection report or on any document that will be received by the employer. DO NOT discuss any information regarding retaliation with the employer.**

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# Inspection Requirements, Interviews

**Questions about inspection requirements**

The following tables provide examples of inspection requirements where interviews are necessary to determine compliance. The tables are divided by inspection type and indicate the most appropriate person to interview regarding the regulation listed.

**Field worker safety inspection**

Requirement/ Regulation	Interview
Notice of application/3CCR § 6618	Worker & employer
Application specific information display/3CCR § 6761.1	Worker & employer
Hazard communication A-9/3CCR § 6761	Worker & employer
Field worker training /3CCR § 6764	Worker & employer
Emergency medical care knowledge/3CCR § 6766(b)	Worker
Field entry after pesticide application/3CCR § 6770	Worker & employer
Early entry/3CCR § 6771	Worker & employer
Posting compliance/3CCR § 6776	Worker & employer

**Pesticide use monitoring inspection**

Requirement/Law/Regulation	Interview
Restricted material use supervised/3CCR § 6406	Handler & employer
Complies with permit conditions/FAC § 12973	Handler & employer
Reg.s-PPE/3CCR § 6738,6739	Handler & employer
Handler trained/3CCR § 6724	Handler & employer
Employee working alone/3CCR § 6730	Handler & employer
Closed system/3CCR § 6746	Handler

**Commodity fumigation use monitoring inspection**

In addition to the requirements listed in the pesticide use monitoring inspection table, the following requirements should be addressed for this inspection.

Requirement/Law/Regulation	Interview
Labeling- rate, buffer zones /FAC § 12973	Handler & employer
Accident Response plan/3CCR § 6780(d)	Handler & employer
Two trained employees/3CCR § 6784	Handle r & employer
Treated area/products managed/3CCR § 6782(f)	Handler & employer

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## Inspection Requirements, Interviews Continued

### Field fumigation use monitoring inspection

In addition to the requirements listed in the pesticide use monitoring inspection table, the following requirements should be addressed for this inspection.

Requirement/Law/Regulation	Interview
Labeling- rate, buffer zones /FAC § 12973	Handler& employer
Accident Response plan/3CCR § 6780(d)	Handler& employer
MB-plan, notification, buffer zones, methods/3CCR § 6450 – 6450.3	Handler& employer
MB – 2 trained employees, work hours/3CCR § 6784(b)	Handler& employer

### Structural branch 1 use monitoring inspection

In addition to the requirements listed in the pesticide use monitoring inspection table, the following requirements should be addressed for this inspection.

Requirement/Law/Regulation	Interview
Written notice to occupant/B&PC § 8538	Licensee
Pesticide disclosure/16CCR § 1970.4	Licensee
Two trained employees/3CCR § 6782(a)	Handler & licensee
Mgmt. of treated area/3CCR § 6782(f)	Licensee
Safety kit/test equip/16CCR § 1971	Licensee
Two SCBA available/16CCR § 1971	Handler & licensee
Structure Vacated/secure/B&PC § 8505.7	Licensee
Warning agent/B&PC § 8505.12	Licensee
Direct supervision/B&PC § 8505.2	Handler & licensee
MB (all) /3CCR § 6454	Licensee
Pesticide handling/use/storage/16CCR § 1983	Handler & licensee

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## Inspection Requirements, Interviews Continued

### Structural branch 2 & 3 use monitoring inspection

In addition to the requirements listed in the pesticide use monitoring inspection table, the following requirements should be addressed for this inspection.

Requirement/Law/Regulation	Interview
Written notice to occupant/B&PC § 8538	Handler& employer
Pesticide disclosure/16CCR § 1970.4	Handler& employer
Pesticide handling/use/storage/16CCR § 1983	Handler& employer

### Headquarter and employee safety inspection (non pest control business)

In addition to interviewing the employer on all requirements, the following requirements should be addressed with employees when possible.

Requirement/Law/Regulation	Interview
Notice prior to application/3CCR § 6618	Worker & handler
Application Completion Notice/3CCR § 6619	Worker & handler
Emergency medical care/3CCR § 6726/6766	Worker & handler
Change area/3CCR § 6732	Handler
Proper storage of PPE/3CCR § 6738(a)	Handler
Hazard communication/3CCR § 6723/6761	Handler & worker
App. specific info. /3CCR § 6723.1/6761.1	Handler & worker
Training/3CCR § 6724/6764	Handler & worker
Use records/3CCR § 6728(a)	Handler
Medical recomm.s/blood tests/3CCR § 6728(c)	Handler
Respiratory program/3CCR § 6739	Handler

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## Inspection Requirements, Interviews Continued

### Headquarter and employee safety inspection (pest control business)

In addition to interviewing the employer on all requirements, the following requirements should be addressed with employees when possible.

Requirement/Law/Regulation	Interview
Notice prior to application/3CCR § 6618	Handler
Emergency medical care/3CCR § 6726	Handler
Change area/3CCR § 6732	Handler
Proper storage of PPE/3CCR § 6738(a)	Handler
Hazard communication/3CCR § 6723	Handler
Training/3CCR § 6724	Handler
Use records/3CCR § 6728(a)	Handler
Medical recomm.s/blood tests/3CCR § 6728(c)	Handler
Respiratory program/3CCR § 6739	Handler

### Licensed pest control business records/storage inspection

In addition to interviewing the employer on all requirements, the following requirements should be addressed with employees when possible.

Requirement/Law/Regulation	Interview
Notice to occupant/B&PC § 8538	Handler

### Dealer records/storage inspection

In addition to interviewing the designated agent on all requirements, the following requirements should be addressed with employees when possible.

Requirement/Law/Regulation	Interview
Sales Records / Written Statement / Record / Two Years. 3CCR § 6562	Salesperson
Permits for R.M. sales/3CCR § 6568	Salesperson

### Pest control adviser records inspection

In addition to interviewing the adviser on all requirements, the following requirements should be addressed with employees when possible.

Requirement/Law/Regulation	Interview
Safety of employed persons/3CCR § 6720(d)	Handler

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## Inspection Requirements, Interviews Continued

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**Interviews of  
persons who do  
not speak  
English**

CACs are encouraged to utilize bilingual personnel effectively. CACs are also encouraged to explore available translation resources in their counties. CAC strategies for coping with language barriers may be included in their enforcement work plan.

The document below is provided for use by CACs at their own discretion. With some practice and a rudimentary knowledge of Spanish you may find it helpful in performing inspection interviews effectively.

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# Spanish Translations Of Questions Commonly Asked During Inspections

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## Pronunciation guide

Vowels:

A – father, all

E – like long a, they

I – like long e, me

O – like long o, go

U – food

Consonants (generally pronounced as in English, except as follows):

c – like English s when before e and i, otherwise like k (Example: cinco – seen’-koh)

g – soft, like English h when before e and i (Example: gente - hen’-tay); otherwise, g and gu are hard like go (Example: gracias – grah-see-ahs, seguir – say-gear’)

h – silent, except after c (ch is like the English ch)

j – like English h (Example: José)

ll – like English y (Example: llamo – yah’-moe)

ñ – like English ny, canyon (Example: niño)

qu – like English k (Example: qué – kay)

r – similar to English r, but softer, and rolled when at the beginning of word or as rr

v – like English b, boy

x – like English h (Example- México – may’-he-koh)

z – like English s, set

Stress/Accent

1. The stress falls on the next to the last syllable when a word ends in a vowel or n or s. Example - trabaja – trah-bah’-ha, hombre – ohm’-breh, hablan – ah’-blan, comunas – co-moon’-ace.

2. The stress falls on the last syllable when the word ends in a consonant other than n or s. Example- usted – oo-stead’, trabajar – trah-bah-har’.

3. If an accent mark is over a vowel, the stress is on that syllable (ignore the previous two rules). Example- médico – ma’- de-co

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# Spanish Translations Of Questions Commonly Asked During Inspections, Continued

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## Basic translations

I, me – yo  
You – usted  
English – inglés  
Spanish – español  
Yes, very good – sí, muy bien  
Please – por favor  
Thank you – gracias  
The – el (masculine) or la (feminine)

Masculine nouns generally end in o and feminine nouns generally end in a.  
Adjectives can (generally) end in o or a, depending on the noun it modifies.

Do you have...? – Usted tiene...?  
I have... - Yo tengo...  
I don't have... - Yo no tengo...  
I don't know... - No sé...  
Show it to me... - Enséñemelo, muéstrémelo...

Do you understand English? – Entiende usted el inglés?  
I do not understand – No entiendo.  
Again – Otra vez.  
Please speak more slowly – Por favor hable más despacio, más lentamente.  
What did you say? – Que dijo?  
Read this. – Lea esto

Hi, my name is [                    ]. I am an inspector from the County Agriculture Department  
Hola, me llamo [                    ]. Soy inspector(a) del departamento de agricultura del condado. (Use the (a) if you are female.)

What is your name? – Cómo se llama? or Cómo se llamo?

“Pesticide” in Spanish is known as: pesticida, químico or plaguicidas..

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Field worker  
safety  
inspections**

Where is your supervisor (boss)? – ¿Dónde está su supervisor (jefe)?  
Or ¿Dónde está su supervisora? (fem.)

Who do you work for, for the farmer (rancher) or a labor contractor?  
¿Para quién trabaja usted, para el rancho o un contratista del trabajo?

What is the rancher's name? – ¿Cómo se llama el rancho, agricultor?

What is the contractor's name? – ¿Cómo se llama el contratista?

If a contractor: Are you registered with this county's Agriculture Department?  
¿Usted se registró con el Departamento de Agricultura de este condado?

Can I see your registration?  
¿Puedo ver su registro?

What time did you begin work in the field today?  
¿A qué hora empezó usted a trabajar en el campo hoy?

At what time did you (the crew) start work in this field?  
¿A qué hora empezó a trabajar su cuadrilla en este campo?

Do you know if there has been any pesticide applied to this field? When?  
¿Sabe usted si han aplicado cualquier pesticida en este campo? ¿Cuándo?

Has this field been sprayed within the last 30 days?  
¿Se ha rociado este campo en los últimos treinta días?

Do you know where the pesticide use records are for this field?  
¿Usted sabe dónde están los registros de uso de pesticidas para este campo?

Have you had any field worker pesticide safety training?  
¿Usted ha tenido algún entrenamiento para trabajador agrícola sobre el uso seguro de pesticidas?

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Field worker  
safety  
inspections  
(continued)**

Did you receive a blue card from EPA?  
¿Recibió usted una tarjeta azul de la EPA (Agencia de Protección del Medio Ambiente)?

Do you have any Hazard Communication Information (the PSIS A-9)?  
¿Tiene usted alguna Información de Comunicación de Peligro (el PSIS A-9(A-nueve), para trabajadores agrícolas)?

Where is it posted?  
¿Dónde está puesta?

Where are the bathrooms?  
¿Dónde están los baños?

Or if you want to ask, where is the soap, water and single use (or disposable towels).  
¿Dónde está el jabón, el agua, y toallas desechables?

Where are the wash water, soap and paper towels?  
¿Donde está el agua para lavarse, el jabón, y las toallas de papel?

It is necessary that you wash before you eat, go to the bathroom, and at the end of the day.  
Es necesario que se laven antes de comer, ir al baño y al final del día.

Do you know what to do in case of an emergency?  
¿Sabe usted que hacer en caso de una emergencia?

Where is the clinic you would go if you got sick?  
¿Dónde se encuentra la clínica a la cuál usted iría si usted se enferma?

Where would go if you got sick?  
¿Dónde iría si usted se enferma?

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Field worker  
safety  
inspections  
(continued)**

Do you know what the symptoms of pesticide poisoning are? What are they?  
¿Sabe usted cuáles son los síntomas por envenenamiento de pesticida?  
¿Cuáles son?

The common symptoms are: - *Los síntomas comunes son:*

Headache – *dolor de cabeza*

Stomachache – *dolor de estómago*

Chest pain – *dolor en el pecho*

Excessive sweating – *sudor excesivo*

Diarrhea – *diarrea*

Muscle cramps – *dolores de los músculos*

Dizziness – *mareos*

Vomiting – *vómito*

Dilated pupils – *pupilas dilatadas*

Constriction of pupils – *Constricción de las pupilas*

When you see a sign posted at the edge of a field or orchard, do you know what it means?

¿Cuándo usted ve un letrero en la orilla de un campo o en un huerto, sabe lo que significa?

When you find a posted sign at the edges of a field or orchard it usually means that a pesticide has been applied and you should not enter the field. Ask your supervisor when it is safe to enter.

Cuando usted encuentra un letrero en las orillas de un campo o un huerto generalmente significa que se aplicó un pesticida y usted no debe entrar al campo. Pregunte a su supervisor cuando es seguro entrar.

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Field worker safety inspection problems**

This field has been sprayed with a pesticide and you may not continue working. You must get out of the field immediately.  
Este campo se roció con un pesticida y usted no pueden seguir trabajando. Necesita salir del campo inmediatamente.

You must shower and change clothes immediately.  
Necesita bañarse y cambiarse de ropa inmediatamente.

You must get water, soap, and paper towels to this field immediately.  
Usted tiene que obtener agua, jabón, toallas de papel para este campo inmediatamente.

The tractor (airplane) is spraying pesticide, you must get out immediately.  
El tractor (avión) está rociando un pesticida, y usted necesita salir inmediatamente.

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**Pesticide use monitoring inspections**

Who do you work for? ¿Para quién trabaja usted?

What is your supervisor's name? ¿Cómo se llama su supervisor?

What is your name? ¿Cómo se llama usted?

What is the name of the pesticide? – or What pesticide are you spraying?  
¿Cómo se llama el pesticida? – or ¿Qué pesticida esta rociando?

At what rate are you spraying?  
¿Qué dosis está rociando?

Who mixed the chemical you or your boss?  
¿Quién mezcló el pesticida, usted o su jefe?

Have you received training in the use of this pesticide?  
¿Ha recibido entrenamiento sobre el uso de este pesticida?

Do you have a label for this pesticide? Where is it?  
¿Tiene la etiqueta de este pesticida? ¿Dónde está?

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Pesticide use  
monitoring  
inspections**  
(continued)

You must have a label at the site where you mix, load and apply pesticides.  
Es un requisito tener la etiqueta en en el lugar dónde usted mezcla, carga, o aplica pesticidas.

Where are the wash water, soap and paper towels?  
¿Dónde está el agua para lavarse, el jabón, y las toallas de papel?

Do you have eyewash water immediately available?  
¿Tiene agua disponible para lavarse los ojos inmediatamente?

When you mix and load, what protective equipment do you use?  
¿Cuando mezcla y carga, que equipo protector usa?

Show me your protective clothing and equipment?  
¿Muéstreme su ropa y equipo protector?

Where is it? – ¿Dónde está?  
Where are they? – ¿Dónde están?  
Here – aquí  
There – allí, allá

Do you have coveralls? – ¿Tiene overoles?  
Do you have an extra pair? – ¿Tiene uno extra?

Do you have eye protection (goggles)? – ¿Tiene protección para los ojos (gafas protectoras)?

Do you have chemical resistant gloves? – ¿Tiene guantes resistentes a productos químicos?

Do you have rubber boots? – ¿Tiene botas de hule?

Do you have a chemical resistant apron? – ¿Tiene un delantal o mandil resistente a productos químicos?

Do you have a respirator? – ¿Tiene una máscara respiradora? o respirador?

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Pesticide use  
monitoring  
inspections**  
(continued)

Have you received training in the use and maintenance of the respirator?  
¿Ha recibido entrenamiento sobre el uso y mantenimiento de la máscara respiradora?

When do you replace the cartridges? Daily?  
¿Cuándo reemplaza los cartuchos? A diario?

Do you have a closed system to mix and load this pesticide?  
Tiene un sistema cerrado para mezclar y cargar éste pesticida?

Do you know what a closed system is?  
¿Usted sabe qué es un sistema cerrado?

A closed mixing system is capable of enclosing the pesticide while removing the contents from its original container, preventing the pesticide from contacting handlers.

Un sistema de mezcla cerrados es capaz de encerrar el pesticida mientras extrae el contenido de su envase original, impidiendo que el plaguicida de contactar a los trabajadores

How often does someone check on you? (working alone, danger material)  
¿Qué tan seguido viene alguien a revisarlo?

Where is the emergency medical care posting? On the tractor or pickup?  
¿Dónde está el letrero de la información de emergencia médica? En el tractor o en la camioneta?

You need to have the name, address, and telephone number of a doctor/clinic/hospital at each site. Also you should be familiar with directions on how to get there.

Tiene que tener el nombre, dirección, y número de teléfono de un doctor/clínica/hospital en cada lugar de trabajo. También debería familiarizarse con las instrucciones de como llegar ahí.

Where are the pesticide containers?  
¿Dónde están los envases de los pesticidas?

Do you rinse them after they are empty? How many times?  
¿Usted los enjuaga cuando están vacíos? ¿Cuántas veces?

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## Spanish Translations Of Questions Commonly Asked During Inspections, Continued, Continued

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**Pesticide use  
monitoring  
inspection  
problems**

What is the location of your boss's office?

¿ Dónde queda la oficina de su jefe?

You cannot continue to spray until you have:

No puede seguir rociando hasta que tenga:

Coveralls – overol

Eye protection – protección de los ojos (gafas)

Chemical resistant gloves – guantes resistentes a productos químicos

Rubber boots – botas de hule

A respirator – una máscara respiradora

You cannot continue to mix this pesticide until you have:

No puede seguir mezclando este pesticida hasta que usted tenga:

A chemical resistant apron – un delantal o mandil resistentes a productos químicos

A closed system – un sistema cerrado

Coveralls – overoles

Eye protection – protección de los ojos (gafas)

Chemical resistant gloves – guantes resistentes a productos químicos

Rubber boots – botas de hule

A respirator – una máscara respiradora

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