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Meeting Supplements: [09.18.2025](#)

Fatigue

What are the effects of fatigue and their relationship to work?

- reduced decision-making ability or cognitive processing,
- reduced communication skills,
- reduced productivity or performance,
- loss of memory or the ability to recall details,
- inability to stay awake (e.g., falling asleep while operating machinery or driving a vehicle),
- reduced physical capacity,
- increased sick time, absenteeism, and rate of turnover,
- increased medical costs and incident rates.

How can a workplace address fatigue?

- identify the hazards and conduct a risk assessment for factors associated with fatigue
- documentation of the steps to take to report fatigue in oneself or others
- design the work area to have appropriate lighting, temperature, and noise levels
- assess physical and mental job demands
- provide lodging or areas to rest or sleep, where appropriate and necessary
- educate and train about fatigue, including recognizing signs and symptoms of fatigue, how to gauge alertness, and steps to help achieve better sleep
- include fatigue as a possible factor and related causes of fatigue when investigating incidents ([CCOSH](#))

Current L&I Investigations and Related Training Information

WSU is currently under investigation by Labor & Industries for two separate incidents. One involves possible pesticide exposure without proper notification, and the other involves fingertip amputation while moving materials and equipment and using machinery. Both incidents are serious and require reflection and action, such as training and awareness activities.

Machine Guarding & Lockout/Tagout Procedures

The purpose of a lockout/tagout program is to control hazardous energy.

Before workers operate any type of machinery or equipment, the employer must:

- Conduct a hazard assessment
- Develop and implement an Accident Prevention Program (APP) and, when applicable, a lockout/tagout program (LOTO)
- Provide training to workers on safe operation of machinery and equipment, including LOTO work practices
- Provide required Personnel Protective Equipment (PPE) (at no cost)

Basic LOTO Procedures

The terms "Lock Out" and "Tag Out" describe how you control the hazard. After turning off the power source, put a physical lock on the on/off switch, valve, etc. which prevents anyone from turning it on. Next, attach a warning tag that states, "do not operate" and says who is responsible for the lock. Include contact information: name, title, and phone number.

The system has now been "LOCKED OUT".

Training

Train all employees working around equipment that may be locked/tagged out (affected employees) to an awareness level on the LOTO program and what the lockout/tagout gear means so employees do not attempt to restart equipment that is under maintenance. The maintenance employees performing LOTO (authorized employees) will need further training:

- Authorized Employees – employees who perform the LOTO procedure need additional training on the specific procedures and the energy sources at the business. In addition, they need to be able to recognize situations that need LOTO even when it is not listed.

Retraining whenever equipment changes, procedures change and if employees are not following the procedure. All training must be documented ([WA L&I](#)).

Manual Handling and Movement of Materials

Most injuries during material movement stem from improper lifting and loading. *Good handling technique is not a substitute for other steps you should take to reduce risk, like providing lifting aids or improving the task, load, or working environment, but it is helpful in addition to those measures.*

Think before handling/lifting. Plan the lift/handling activity. Where is the load going to be placed? Use suitable handling aids where possible. Will you need help with the load? Remove obstructions, like discarded wrapping materials. For long lifts, such as from the floor to shoulder height, think about resting the load mid-way on a table or bench to change grip.

Keep the load close to your waist as long as possible while lifting. **Keep the heaviest side of the load next to your body.** If you can't get close to the load, try to slide it towards your body before you try to lift it.

Adopt a stable position. Your feet should be apart with one leg in front of the other (alongside the load if it is on the ground) to increase stability. You should be prepared to move your feet during the lift to keep a stable posture. Wearing overtight clothing or unsuitable footwear may make this difficult.

Ensure a good hold on the load. Hug the load as close as possible to your body. This may be better than gripping it tightly with just your hands.

Slight bending of your back, hips, and knees at the start of the lift is preferable to either fully flexing your back (stooping) or fully flexing your hips and knees (full/deep squatting).

Don't flex your back any further while lifting. This can happen if your legs begin to straighten before you raise the load.

Avoid twisting your back or leaning sideways, especially while your back is bent. Keep your shoulders level and facing in the same direction as your hips. Turning by moving your feet is better than twisting and lifting simultaneously.

Keep your head up when handling. Once the load is held securely, look ahead, not down.

Move smoothly. Do not jerk or snatch the load, as this can make it harder to keep control and can increase the risk of injury.

Don't lift or handle more than you can easily manage. There is a difference between what people *can* lift and what they *can safely* lift. If in doubt, seek advice or get help.

Put down, then adjust. If you need to position the load precisely, put it down first, then slide it into the desired position ([HSE UK](#)).

Pesticide Safety and Worker Protection Standard

All requirements of the 2015 Agricultural Worker Protection Standard (WPS) are in effect. **Agricultural employers must ensure that workers and handlers receive annual pesticide safety training and must display pesticide safety information, so it is accessible to workers and handlers during their work hours.** EPA-approved pesticide safety training materials are available on the Pesticide Educational Resources Collaborative [website](#). Washington state's WPS can be found [here](#).

Time is critical with any pesticide poisoning! Get immediate help from a:

- local hospital;
- physician; or
- poison control center (800-222-1222).

If you believe you have been poisoned or injured by pesticides on an agricultural establishment covered under the Worker Protection Standards (WPS), your employer must:

- Make transportation available from the job site to a medical care facility.
- Provide information about the pesticide to which you may have been exposed.

The AEZ (Application Exclusion Zone) is an area surrounding outdoor pesticide application equipment where people are prohibited while pesticides are applied. The AEZ:

- only exists during the application,
- moves with the equipment during application,
- and can extend outside an agricultural establishment (e.g., school grounds, residential neighborhoods).
- may have a 25-foot or 100-foot radius, depending on the application type and droplet size used

Pesticide handlers must temporarily suspend the application if workers or other people are in the AEZ, whether on or off the establishment. **They may not resume a paused application until people have left the AEZ.**

Agricultural employers must not allow any worker or other person (other than appropriately trained and equipped handlers involved in the application) to enter an AEZ within the boundaries of the agricultural establishment. They are responsible for ensuring that AEZ requirements are understood and followed, and **employers are prohibited from directing or allowing any of their workers to enter an AEZ** ([EPA](#)).

CAHNRS Percipio Playlist

This playlist is updated and added to frequently. Many different topics and lengths of videos and courses are available, ranging from a short clip on using a fire extinguisher to full-length training series on farm machinery safety.

You can always request additional information or training through Operations.

Next CAHNRS Safety Meeting

November 20, 2025 @ 11:30 AM

WSU Resources	
<ul style="list-style-type: none">• Environmental Health & Safety• CAHNRS Operations Safety• Pullman Campus AED Map	<ul style="list-style-type: none">• Compliance for Health & Safety• Curated Playlist for CAHNRS (Updated Frequently)