

## HAND WEEDING, THINNING AND HOT-CAPPING REGULATION

1 Section 3456. Hand-Held Tools.

2 (a) Hand-held tools shall be kept in good condition and be safely stored.

3 (b) The use of a short-handled hoe or any other short-handled hand tool is prohibited in  
4 agricultural operations, as that term is defined in California Code of Regulations, title 8,  
5 section 3437, for weeding, thinning or hot-capping when such hoe or short-handled hand  
6 tool is used in a stooped, kneeling or squatting position. A long-handled hand tool used for  
7 these operations shall not be used as a short-handled hand tool in a stooped, kneeling or  
8 squatting position.

9 (c) (1) Hand weeding, hand thinning or hand hot-capping shall not be permitted in agricultural  
10 operations as defined in California Code of Regulations, title 8, section 3437, unless there  
11 is no readily available or no reasonable alternative means of performing the work that is  
12 suitable and appropriate to the production of the agricultural or horticultural commodity.

13 (2) Upon inquiry made by Division of Occupational Safety and Health personnel, the  
14 employer shall bear the burden of justifying that the use of hand weeding, hand  
15 thinning, or hot capping was required due to the unsuitability of the use of a long-  
16 handled tool or other alternative means of performing the work.

17 (3) Nothing in this subsection shall be construed as prohibiting occasional or intermittent  
18 hand weeding, hand thinning or hand hot-capping in a stooped, squatting, or kneeling  
19 position that is incidental to a non-hand weeding operation. For purposes of this  
20 subsection, occasional or intermittent means an employee is devoting 20 percent or less  
21 of his or her weekly work time to hand weeding, hand thinning and hand hot-capping.

1 (4) Every employer shall provide employees engaged in hand weeding, hand thinning and  
2 hand hot-capping, not determined to be occasional or intermittent as defined in  
3 paragraph (2), an additional five (5) minutes of rest period time, which insofar as  
4 practicable, shall be in the middle of each work period. The authorized rest period time  
5 shall be based on the total hours worked daily at the rate of fifteen (15) minutes net rest  
6 time per four (4) hours of work, or major fraction thereof. Authorized rest time shall be  
7 counted as hours worked for which there shall be no deduction from wages.

8 (5) Employees engaging in hand-weeding, hand thinning or hot-capping shall be provided  
9 gloves and knee pads, as necessary, and training required to perform the job in  
10 accordance with all guidelines of the Injury and Illness Prevention Program (IIPP).

11 (6) The employer shall, in accordance with the applicable order of the Industrial Welfare  
12 Commission, provide any hand tool that may be used under paragraph (1).

13 (d) The provisions of subsection (c) (1) and (2) shall not apply to the following situations:

14 (1) High Density Plants spaced when planted less than 2 inches apart;

15 (2) Any agricultural commodity grown without pesticides;

16 (3) All agricultural or horticultural commodities when they are seedlings; and

17 (4) Horticultural commodities grown in tubs or planter containers when the use of a  
18 long handled tool or other alternative is unsuitable to the production of the commodity.