

Missouri

■ **EMPLOYEE HEALTH AND SAFETY LAWS (*PREVENTION OF OCCUPATIONAL DISEASES*)**

TERMS: An employer whose place of business exposes a worker to illness or disease on the job is required to provide effective means of preventing such illness or disease.

Likewise, employers who use labor in any activity in which workers use or come into contact with poisonous chemicals in harmful quantities, or in a harmful way, must provide (1) cool, sanitary drinking water and drinking facilities, without cost and within a reasonable distance, and (2) adequate and sanitary washing facilities.

ENFORCEMENT: *Division of Labor Standards, Missouri Department of Labor and Industrial Relations, Jefferson City, Missouri 65102 (573-751-3403).*

Texas

■ HEALTH AND SAFETY CODE (*SANITATION AND HEALTH PROTECTION*)

TERMS: The state health commissioner has adopted sanitation standards for temporary places of employment, including work in any agricultural operation or activity performed in the field or outside a permanent structure or facility. These provisions apply only to smaller agricultural workplaces that are not subject to the field sanitation standards enforced by the U.S. Occupational Safety and Health Administration (*see entry, U.S. — Health & Safety — Agricultural Field Sanitation*).

Drinking Water — Employers of agricultural workers at temporary worksites must provide an adequate, sanitary supply of drinking water. For each worker on the job on any day, there must be no less than 2 quarts of water, kept at a temperature no higher than 80 degrees F. Except where water is dispensed from a fountain, disposable single-use cups must be furnished to the workers for drinking purposes; the use of common drinking cups or dippers is prohibited.

Toilet Facilities — Employers of field workers must also provide at least one toilet for every 30 workers of each sex; where chemical toilets are used, there must be at least one toilet for every 20 workers. At any job site with 15 workers or less, a single toilet may be provided for both men and women. All toilet enclosures must assure privacy, be maintained in a sanitary condition, and be well-ventilated. The employer must furnish an adequate supply of toilet paper in each unit.

Handwashing Facilities — Employers must provide at least one handwashing facility for every 2 toilets furnished at the job site. Handwashing equipment generally must be supplied with sanitary running water, a suitable cleaning agent, paper towels, and waste containers for their disposal. The handwashing facilities must be supplied with at least 1/2 gallon of water for each worker present at the site each day.

Lunch or Rest Areas — Where workers are permitted or required to eat or take rest breaks, employers must provide or designate suitable areas for that purpose. If sufficient shade is not available, a tarp or similar temporary cover should be provided to provide shade during eating and rest periods. There must also be an adequate number of covered containers for disposal of food waste. No food may be stored, prepared or eaten in an area where it may become contaminated.

Distance Limitation — No worker may be required to walk more than 1/4 mile to use any of the sanitary facilities described above, unless the employer provides or has arranged for transportation of workers to alternate toilet and washing facilities requiring no more than 5 minutes' travel time for the workers.

Partial Exemption — On any day in which a farm operator employs no more than 6 workers at a temporary field location, the farmer is not required to provide toilet or handwashing facilities, as long as he or she provides or arranges for transportation of the workers to and from nearby alternative facilities accessible for their use. The grower is still obligated to provide drinking water to the workers at the job site.

ENFORCEMENT: *Public Health and Sanitation Program, Division for Regulatory Services, Texas Department of State Health Services, Austin, Texas 78714 (512-834-6770).*

SPECIAL NOTE: It is the position of the Department of State Health Services that it has no authority over agricultural activities taking place on a farm in the state of Texas, and thus does not enforce the sanitation standards for temporary places of employment at on-farm agricultural workplaces.