

WAC 296-27-00103 Partial exemption for employers with 10 or fewer employees. (1) If the company had 10 or fewer employees at all times during the last calendar year, the employer does not need to keep injury and illness records unless DOSH, OSHA, or the Bureau of Labor Statistics (BLS) informs the employer in writing that the employer must keep records under this section. However, as required by WAC 296-27-031, all employers covered by WISHA must report any work-related incident that results in a fatality, inpatient hospitalization, amputation, or the loss of an eye.

(a) The partial exemption for size is based on the number of employees in the entire company.

(b) To determine if the company is exempt because of size, the employer will need to determine the company's peak employment during the last calendar year. If the employer had no more than 10 employees at any time in the last calendar year, the company qualifies for the partial exemption for size.

(2) If the company had more than 10 employees at any time during the last calendar year, the employer must keep injury and illness records unless the establishment is classified as a partially exempt industry under WAC 296-27-00105.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060, and chapter 49.17 RCW. WSR 25-18-088, s 296-27-00103, filed 9/2/25, effective 10/3/25. Statutory Authority: RCW 49.17.010, 49.17.040, and 49.17.050. WSR 15-11-066, § 296-27-00103, filed 5/19/15, effective 7/1/15. Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 08-05-012, § 296-27-00103, filed 2/8/08, effective 4/1/08; WSR 07-03-163, § 296-27-00103, filed 1/24/07, effective 4/1/07. Statutory Authority: RCW 49.17.010, [49.17].040, and [49.17].050. WSR 02-01-064, § 296-27-00103, filed 12/14/01, effective 1/1/02.]