

WAC 296-27-02103 Covered employees. (1) The employer must record on the OSHA 300 Log the recordable injuries and illnesses of all employees on their payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. The employer also must record the recordable injuries and illnesses that occur to employees who are not on their payroll if the employer supervises these employees on a day-to-day basis. If the employer's business is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes.

Note: If a self-employed person is injured or becomes ill while working for the employer, the employer is not required to report the injury or illness because they are not covered under WISHA or the recordkeeping requirements.

(2) The employer must record injuries and illnesses of employees from a temporary help service, employee-leasing service, or personnel supply service if they supervise these employees on a day-to-day basis.

(3) The employer must record an injury or illness of a contractor's employee who is working in the establishment if they supervise them on a day-to-day basis. However, if the contractor's employee is under the day-to-day supervision of the contractor, the contractor is responsible for recording the injury or illness.

(4) The employer must make sure that each injury and illness is recorded only once:

(a) Either on their OSHA 300 Log (if they provide day-to-day supervision); or

(b) On the other employer's OSHA 300 Log (if that company provides day-to-day supervision).

[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 296-27-02103, filed 9/2/25, effective 10/3/25. Statutory Authority: RCW 49.17.010, 49.17.040, and 49.17.050. WSR 19-17-068, § 296-27-02103, filed 8/20/19, effective 1/1/20; WSR 15-11-066, § 296-27-02103, filed 5/19/15, effective 7/1/15; WSR 02-01-064, § 296-27-02103, filed 12/14/01, effective 1/1/02.]