

**WAC 296-307-018 Employer responsibilities.** (1) The employer must provide a safe and healthful working environment.

(2) The employer must ensure that employees do not use defective or unsafe tools and equipment, including tools and equipment that may be furnished by the employee.

(3) The employer must implement a written accident prevention program as required by these standards.

(4) The employer must implement a hazard communication program as required by WAC 296-307-550.

(5) The employer must establish a system for complying with chapter 296-27 WAC for recording work-related injuries and illnesses and reporting to the department any work-related fatality, inpatient hospitalization, amputation, or loss of an eye. In addition, the employer must also report to the department within eight hours after any work-related incident that results in injury or illness from acute pesticide exposure.

(6) The employer must follow the requirements for accident investigations in WAC 296-800-320.

(7) The employer must provide safety education and training programs.

(8) The employer must implement the requirements of WAC 296-62-074 through 296-62-07451 to ensure the safety of employees who are exposed to cadmium in the workplace.

(9) The employer must implement the requirements of WAC 296-307-642 through 296-307-656 to ensure the safety of employees who are exposed to confined spaces in the workplace.

(10) The employer must control chemical agents.

(a) The employer must control chemical agents in a manner that they will not present a hazard to workers; or

(b) The employer must protect workers from the hazard of contact with, or exposure to, chemical agents.

**Reference:** Pesticides are chemical agents and are covered by chapter 296-307 WAC Part I, Pesticides (worker protection standard). Pesticides may also be covered by WAC 296-307-594, Respirators.

(11) Protect employees from biological agents. The employer must protect employees from exposure to hazardous concentrations of biological agents that may result from processing, handling or using materials or waste.

**Note:** Examples of biological agents include:  
1. Animals or animal waste.  
2. Body fluids.  
3. Biological agents in a medical research lab.  
4. Mold or mildew.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050 and, 49.17.060. WSR 21-04-128, § 296-307-018, filed 2/2/21, effective 3/8/21. Statutory Authority: RCW 49.17.010, 49.17.040, and 49.17.050. WSR 15-11-066, § 296-307-018, filed 5/19/15, effective 7/1/15. Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 05-01-166, § 296-307-018, filed 12/21/04, effective 4/2/05; WSR 03-10-068, § 296-307-018, filed 5/6/03, effective 8/1/03. Statutory Authority: RCW 49.17.010, [49.17].040, and [49.17].050. WSR 01-17-033, § 296-307-018, filed 8/8/01, effective 9/1/01. Statutory Authority: RCW 49.17.040. WSR 98-24-096, § 296-307-018, filed 12/1/98, effective 3/1/99. WSR 97-09-013, recodified as § 296-307-018, filed 4/7/97, effective 4/7/97. Statutory Authority: RCW 49.17.040, [49.17.]050 and [49.17.]060. WSR 96-22-048, § 296-306A-018, filed 10/31/96, effective 12/1/96.]