

**WAC 296-45-115 Employee's responsibility.** (1) Employees must not engage in horseplay or scuffling while on the job or job site and the employer must not permit horseplay or scuffling while on the job site or otherwise in the course of employment.

(2) During such time as any employee is working on or near any energized line or energized equipment in excess of 600 volts there must be no talking or communication other than that which is absolutely necessary and essential for the safe and proper performance of the work. Should there be communication or talk from a person other than an employee, the work must stop until such time as the distraction ceases.

(3) Employees must report any hazardous or potentially hazardous condition, operation, means, or work in a constructive manner and must not engage in personality conflicts.

(4) Neither the employer nor the employees will throw or permit anything to be thrown from elevated position(s) or poles to the ground or lower level, nor must anything be thrown from the ground or lower level to an elevated position, whether that elevated position is on a pole, aerial manlift or otherwise. Tools and loose materials must not be left on poles, crossarms, ladders or other elevated structures or positions.

(5) Employees must report all injuries, regardless of severity, to the employer or designated representative. Report forms furnished by the employer should be used.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060 and chapter 49.17 RCW. WSR 19-13-083, § 296-45-115, filed 6/18/19, effective 8/1/19. Statutory Authority: RCW 49.17.010, [49.17].040, [49.17].050 and [49.17].060. WSR 98-07-009, § 296-45-115, filed 3/6/98, effective 5/6/98.]