

**WAC 296-35-300 Quota—Violations of WISHA.** (1) A quota violates chapter 49.17 RCW if the quota:

(a) Does not provide sufficient time as required under WAC 296-35-200;

(b) Prevents the performance of any activity related to occupational safety and health required by the employer for the employee to do the work subject to any quota; or

(c) Exposes an employee to occupational safety and health hazards in violation of chapter 49.17 RCW and the applicable rules or regulations. A quota that substantially contributes to a hazard or the exposure to a hazard is a violation of this subsection.

(2) An employee is not required to meet a quota that violates this section.

(3) The following table is a nonexhaustive list of examples of activities or equipment for use in understanding this section and how to determine what may contribute to a quota being found in violation of chapter 49.84 RCW or this chapter.

Examples	WAC Reference (Where applicable)
<b>Examples of tools and equipment necessary to perform the employee's duties in WAC 296-35-200 including, but not limited to:</b>	
Carts and hand trucks.	WAC 296-800-11030 Prohibit employees from using tools and equipment that are not safe.
Step stools and ladders.	Chapter 296-876 WAC, Ladders, portable and fixed.
Dock plates.	WAC 296-24-75006 Dockboards (bridge plates).
Safety shoes.	WAC 296-800-160600 Make sure your employees use appropriate foot protection.
High visibility vests.	WAC 296-800-16015 Select appropriate PPE for your employees.
<b>Examples of safety or health related activities mentioned in WAC 296-35-300 (1)(b).</b>	
Cleaning up spills or moving obstructions from aisles.	WAC 296-24-73505, walking working surfaces general requirements.
Inspecting powered industrial vehicle before use.	Chapter 296-863 WAC, Forklifts and other powered industrial trucks.
Setting up ladders properly.	Chapter 296-876 WAC, Ladders, portable and fixed.
Waiting for help with team lifting.	WAC 296-800-11035 Establish, supervise, and enforce rules that lead to a safe and healthy work environment that are effective in practice.
<b>Examples of where the quota exposes employees to an occupational safety and health hazards under WAC 296-35-300 (1)(c).</b>	
Heat stress.	WAC 296-800-11005 Provide a workplace free from recognized hazards. WAC 296-62-09013 Temperature, radiant heat, or temperature-humidity combinations.
Unsafe floor conditions, rushing (slip/trip/fall).	WAC 296-24-73505, walking working surfaces general requirements.
Manual material handling.	WAC 296-800-11005 Provide a workplace free from recognized hazards.
Powered industrial vehicle operations.	Chapter 296-863 WAC, Forklifts and other powered industrial trucks.
Safe material storage.	WAC 296-800-22035 Store things safely.
Machine safety.	Chapter 296-806 WAC, Safety standards for machine safety.
Lockout/tagout.	Chapter 296-803 WAC, Lockout/tagout (control of hazardous energy).

<b>Examples</b>	<b>WAC Reference (Where applicable)</b>
Recognized ergonomic hazards.	WAC 296-800-11005 Provide a workplace free from recognized hazards.

[Statutory Authority: RCW 49.84.060, 49.17.010, 49.17.040, 49.17.050, 49.17.060, chapters 49.17 and 49.84 RCW. WSR 24-12-048, § 296-35-300, filed 5/31/24, effective 7/1/24.]