

WAC 357-25-045 When must employers establish affirmative action goals? Employers must establish affirmative action goals for hiring and/or promoting members of affected groups when underutilization exists within a job group. Underutilization exists when the utilization percent is less than the availability percent for a particular affected group within a job group.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-197, § 357-25-045, filed 12/21/04, effective 7/1/05.]