

**WAC 296-35-400 Protection from adverse action for failure to meet a quota in violation of WISHA.** (1) An employer may not take adverse action against an employee in whole or in part for failing to meet a quota that violates RCW 49.84.032 or this chapter. A quota that violates the law may not be a factor leading to an adverse action by the employer.

(2) A person who has adverse action taken against them in whole or in part for failure to meet a quota that violates RCW 49.84.032 or this chapter may file a complaint within 90 days of the adverse action with the department in accordance with WAC 296-360-030.

(3) Complaints under this section will be investigated according to chapter 296-360 WAC, including appropriate relief, payment of damages, penalties, and appeal of citations of notices of assessment.

[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, § 296-35-400, filed 5/31/24, effective 7/1/24.]