

**WAC 296-32-22525 Training.** (1) Employers must provide, document, and ensure that employees have received effective training in all of the processes, procedures, precautions, hazards, equipment, personal protective equipment, and safe work practices pertaining to this chapter and job assignments. The employer must ensure that employees do not engage in any activities related to this chapter and job assignments until the employees have received proper training.

(2) An employer may accept training records or certificates for previous training if the employer:

(a) Confirms the employee has the current training and knowledge applicable to the new employee's job duties, specific procedures, and equipment being used as required by this chapter.

(b) Uses an examination or interview to make an initial determination that the employee understands the relevant safety related work practices before the employee performs any work covered by this chapter.

(c) Supervises the employee closely until that employee has demonstrated proficiency as required by this chapter.

(3) The employer must determine, through regular supervision and through inspections conducted on at least an annual basis that each employee is complying with the safety-related work practices required by this chapter.

(4) The employer must maintain a training program that includes a list of the subject courses and the types of personnel required to receive such instruction. A written description of the training program and a record of employees who have received such training must be maintained for five years and must be made available upon request to the director of the department of labor and industries, or his/her authorized representative. The individual who conducts the training must document and verify completion of training.

(5) Such training must, where appropriate, include the following subjects:

(a) Detailed training on specific work being performed by employees.

(b) Recognition and avoidance of dangers relating to encounters with harmful substances and related hazards, and animal, insect, or plant life.

(c) Procedures to be followed in emergency situations.

(6) "Retraining." When the employer has reason to believe that any employee who has already been trained does not have the understanding and skill, the employer must retrain that employee. Circumstances where retraining is required include, but are not limited to, situations where:

(a) Changes in the workplace render previous training obsolete;

(b) If new technology, new types of equipment, changes in procedures or job site necessitate the use of safety-related work practices that are different from those which the employee would normally use;

(c) If the supervision and routine inspections indicate that the employee is not complying with the safety-related work practices required by this chapter;

(d) Inadequacies in an employee's knowledge of safety-related work practices or use of equipment indicate that the employee has not retained the requisite understanding or skill; or

(e) If an employee is involved in an accident or near miss incident.

(f) Tasks that are performed less often than once per year will necessitate retraining before the performance of the work practices involved.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 20-20-109, § 296-32-22525, filed 10/6/20, effective 11/6/20. Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060, and chapter 49.17 RCW. WSR 17-20-069, § 296-32-22525, filed 10/2/17, effective 1/1/18.]