

**WAC 296-307-018 What are the employer's responsibilities?**

**You must:**

- (1) Provide a safe and healthful working environment.
- (2) Ensure that employees do not use defective or unsafe tools and equipment, including tools and equipment that may be furnished by the employee.
- (3) Implement a written accident prevention program as required by these standards.
- (4) Implement a hazard communication program as required by WAC 296-307-550.
- (5) Establish a system for complying with chapter 296-27 WAC for recording work-related injuries and illnesses and reporting to the department any work-related fatality, inpatient hospitalization, amputation, or loss of an eye. In addition, you must also report to the department within eight hours after any work-related incident that results in injury or illness from acute pesticide exposure.
- (6) Follow the requirements for accident investigations in WAC 296-800-320.
- (7) Provide safety education and training programs.
- (8) Implement the requirements of WAC 296-62-074 through 296-62-07451 to ensure the safety of employees who are exposed to cadmium in the workplace.
- (9) Implement the requirements of WAC 296-307-642 through 296-307-656 to ensure the safety of employees who are exposed to confined spaces in the workplace.
- (10) Control chemical agents.

**You must:**

- Control chemical agents in a manner that they will not present a hazard to your workers; or
- Protect workers from the hazard of contact with, or exposure to, chemical agents.

**Reference:** Pesticides are chemical agents and are covered by chapter 296-307 WAC Part I, Pesticides (worker protection standard). Pesticides may also be covered by WAC 296-307-594, Respirators.

- (11) Protect employees from biological agents.

**You must:**

- Protect employees from exposure to hazardous concentrations of biological agents that may result from processing, handling or using materials or waste.

**Note:** Examples of biological agents include:  
- Animals or animal waste  
- Body fluids  
- Biological agents in a medical research lab  
- Mold or mildew.

[Statutory Authority: RCW 49.17.010, 49.17.040, and 49.17.050. WSR 15-11-066, § 296-307-018, filed 5/19/15, effective 7/1/15. Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 05-01-166, § 296-307-018, filed 12/21/04, effective 4/2/05; WSR 03-10-068, § 296-307-018, filed 5/6/03, effective 8/1/03. Statutory Authority: RCW 49.17.010, [49.17].040, and [49.17].050. WSR 01-17-033, § 296-307-018, filed 8/8/01, effective 9/1/01. Statutory Authority: RCW 49.17.040. WSR 98-24-096, § 296-307-018, filed 12/1/98, effective 3/1/99. WSR 97-09-013, recodified as § 296-307-018, filed 4/7/97, effective 4/7/97. Statutory Authority: RCW 49.17.040, [49.17.]050 and [49.17.]060. WSR 96-22-048, § 296-306A-018, filed 10/31/96, effective 12/1/96.]