

WAC 296-307-09830 Exposure symptom response. (1) Employers must allow employees who display any symptoms that may potentially be related to wildfire smoke exposure to seek medical attention or follow medical advice they have been given, and must not retaliate against affected employees for seeking such medical attention, or following medical advice.

(2) Employers must monitor employees displaying symptoms of wildfire smoke exposure to determine whether medical attention is necessary.

(a) Symptoms requiring immediate medical attention include, but are not limited to:

- Wheezing, difficulty breathing, or shortness of breath, particularly when accompanied by greater use of accessory muscles;
- Asthma attacks;
- Chest pain or symptoms concerning for heart attack;
- Nausea or vomiting;
- Sudden numbness or weakness in the face, arm, or leg, especially on one side of the body;
- Sudden confusion, trouble speaking, or difficulty understanding speech;
- Sudden trouble seeing in one or both eyes;
- Sudden trouble walking, dizziness, loss of balance, or lack of coordination; or
- Sudden severe headache with no known cause.

(b) Except as required under subsection (3) of this section, while medical attention is being arranged or where medical attention is not necessary, employers must take steps to reduce or eliminate continued exposure to wildfire smoke as appropriate to employee symptoms; intensity of exposure; and exposure controls in place, including respiratory protections in place.

(3) Where the current $PM_{2.5}$ is $250.5 \mu\text{g}/\text{m}^3$ (AQI 301) or more, employers must ensure workers experiencing symptoms requiring immediate medical attention, including those described under subsection (2)(a) of this section, be moved to a location that ensures sufficient clean air such as:

(a) A location where the current $PM_{2.5}$ is less than $20.5 \mu\text{g}/\text{m}^3$; or

(b) An enclosed building, structure, or vehicle with HEPA filtration sufficient for the volume of the space.

(4) Employers must have effective provisions made in advance for prompt medical attention of employees who display symptoms of wildfire smoke exposure.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060, and chapter 49.17 RCW. WSR 24-01-070, § 296-307-09830, filed 12/14/23, effective 1/15/24.]