

WAC 296-136-110 Investigation—Civil penalties. (1) If the department determines that the employer has violated a requirement of WAC 296-136-100, the department may order the employer to pay the department a civil penalty of not less than \$1,000 for a first violation. Repeat violations may escalate as follows: The second violation may not exceed \$5,000. The third violation and each violation thereafter may not exceed \$10,000.

(2) For enforcement actions under this section, if any person fails to pay an assessment under this chapter, or under any rule under this chapter, after it has become a final and unappealable order, or after the court has entered final judgment in favor of the agency, the director may initiate collection procedures in accordance with the collection procedures under RCW 49.48.086.

(3) If the department finds that a quota violates chapter 49.84 RCW, the department may order the employer to review and provide a corrected written quota to the affected employee or employees within 15 calendar days and place a letter in the employee's personnel file to acknowledge the correction. If the employer fails to do so, the employer may be subject to the penalties under subsection (1) of this section and associated rules.

(4) Civil penalties must be deposited into the supplemental pension fund established under RCW 51.44.033.

[Statutory Authority: Chapter 49.84 RCW. WSR 24-12-045, § 296-136-110, filed 5/31/24, effective 7/1/24.]