



Washington State Department of
Labor & Industries

Division of Occupational Safety and Health

A safe and healthy workplace begins with you

What employers need to know



**Congratulations! You're starting a new
business or hiring your first employees.**

*If you have employees, you must provide a safe and
healthy workplace. We can help.*



Division of Occupational Safety and Health



www.Lni.wa.gov/safety-health



1-800-423-7233

Your responsibilities — Getting started

As an employer, state law requires you to:

Follow the safety and health core rules. These are the basic workplace safety and health rules most employers in Washington State must follow. They are available online at www.Lni.wa.gov/safety-health/safety-rules/rules-by-chapter/?chapter=800. You may also request a CD copy of the core rules by calling 360-902-5521. These core rules address:

- Employer responsibilities for safe and healthy workplaces
- Required written accident prevention program and safety meetings/committees
- Personal protective equipment
- Chemical hazard communication

There are other rules that businesses may have to follow and those can be found at www.Lni.wa.gov/SafetyRules.

Follow the rules for specific hazards in your workplace.

Along with the core rules, other safety and health rules may apply to your industry — for example, the construction work safety rules in Chapter 296-155 WAC or the noise rules in Chapter 296-817 WAC.

Keep your workplace free from recognized hazards that are likely to cause serious injury or death.

See “How we can help.”

Post the required L&I posters in your workplace. Posters are free at www.Lni.wa.gov/RequiredPosters.

Job Safety and Health Law (F416-081-909)

Notice to Employees (F242-191-909)*

Your Rights as a Worker (F700-074-909)

* Note: Self-insured businesses post F207-037-909,
Notice to Employees – Self-Insured Businesses

What is DOSH?

L&I’s Division of Occupational Safety and Health (DOSH) is the state equivalent of OSHA. In Washington State, DOSH is responsible for workplace safety and health rules.



We offer many services to help you protect your employees and comply with workplace safety and health rules.

How we can help

L&I's Division of Occupational Safety and Health (DOSH) can help you protect your employees from work-related injury or illness.

To request a no-fee workplace safety/health consultation, sprains and strains assessment or risk management assistance, call the DOSH consultation manager for your area. (See numbers below.)

- **Safety and health consultation:** Find and fix hazards through an on-site consultation; review your written accident prevention program with a professional.
- **Sprains and strains assessment:** Sprains and strains are the most common type of workplace injury in most industries. Learn how the design of workstations, work practices and work flow (also called “ergonomics”) can create the best fit between people and their work — avoiding risk factors for sprains, strains and other injuries.
- **Risk management assistance:** See the connection between safe, healthy workplaces and your profits. Understand how injuries and occupational illnesses affect workers’ compensation premiums, claim-free discount, and other business costs.

For more information visit:
www.Lni.wa.gov/DOSHConsultation.

Online training and prevention resources

- **Hazard awareness and health online:** The safety section of L&I's website contains numerous tools and educational materials for you and your workers. Go to www.Lni.wa.gov/safety-health and find the resources you need. They include:
 - Get started in safety and health
 - A-Z safety and health topics
 - Online videos and training courses
 - Employee training kits and required training and plans
 - Hazard alerts and fatality bulletins
 - Educational pamphlets, posters and stickers
- **Workplace safety and health video library:** Find topics to raise your employees’ safety and health awareness and add energy to your safety committee meetings. We have over 100 videos to view online. Go to www.Lni.wa.gov/Videos.
- There are resources to help you create a required written APP online at www.Lni.wa.gov/safety-health/preventing-injuries-illnesses/create-a-safety-program/accident-prevention-program.

Worker death or hospitalization

Employers: Notify L&I within 8 hours if a work-related death or inpatient hospitalization occurs. An amputation or loss of an eye(s) of any employee must be reported within 24 hours of the incident. However, if the amputation or loss of an eye(s) requires in-patient hospitalization or results in a fatality, follow the 8-hour reporting requirement.

Where to report: Any local L&I office or 1-800-423-7233.

L&I Regional Safety Consultants

Phone	Counties
425-290-1369	Island, San Juan, Skagit, Snohomish, Whatcom
206-835-1065	King
253-596-3917	Clallam, Jefferson, Kitsap, Pierce
360-575-6951	Clark, Cowlitz, Grays Harbor, Klickitat, Lewis, Mason, Pacific, Skamania, Thurston, Wahkiakum
509-886-6570	Adams (west county), Benton, Chelan, Columbia, Douglas, Franklin, Grant, Kittitas, Okanogan, Walla Walla, Yakima
509-886-6570	Adams (east county), Asotin, Ferry, Garfield, Lincoln, Pend Orielle, Spokane, Stevens, Whitman

Find it fast

L&I website: **www.Lni.wa.gov**

Safety and health information online:
www.Lni.wa.gov/safety-health

Safety and health information in Spanish
(Información sobre seguridad en español):
www.Lni.wa.gov/Seguridad

Information by phone, toll-free: 1-800-423-7233

To find L&I forms and publications online
use the search function at **www.Lni.wa.gov** .
Select the “Forms & Publications” button.

Other important information for new businesses

Your employees’ workplace rights:
www.Lni.wa.gov/workers-rights

Workers’ compensation insurance:
www.Lni.wa.gov/Claims

Contractor registration:
**[www.Lni.wa.gov/licensing-permits/contractors/
register-as-a-contractor](http://www.Lni.wa.gov/licensing-permits/contractors/register-as-a-contractor)**

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.