WAC 296-137-010 Definitions. For the purposes of RCW 49.60.515 and this chapter:

(1) "Department" means the department of labor and industries.

(2) "Employer" means any person, association, partnership, property services contractor, or public or private corporation, whether for-profit or not, who employs one or more persons. This definition will be applied to hotel, motel, retail, or security guard entity, or property services contractors as referenced in RCW 49.60.515(1).

(3) "Isolated employee" means an employee who:

(a)(i) Performs work in an area where two or more coworkers, supervisors, or a combination thereof are unable to immediately respond to an emergency without being summoned by the employee; or

(ii) Spends at least 50 percent of their working hours without a supervisor or another coworker present; and

(b) Is employed by an employer as a janitor, security guard, hotel or motel housekeeper, or room service attendant.

(4) "Panic button" means an emergency contact device carried by an isolated employee by which the isolated employee may summon immediate on-scene assistance from another worker, a security guard, or a representative of the employer. A panic button must:

(a) Be designed to be carried by the isolated employee;

(b) Be simple to activate without delays caused by entering passwords or waiting for the system to turn on;

(c) Provide an effective signal for the circumstances when activated; and

(d) Be able to summon immediate assistance and allow responders to accurately identify the isolated employee's location.

(5) "Property services contractor" means any person or entity that employs workers:

(a) To perform labor for another person to provide commercial janitorial services; or

(b) On behalf of an employer to provide commercial janitorial services. "Property services contractor" does not mean the employment security department or individuals who perform labor under an agreement for exchanging their own labor or services with each other, provided the work is performed on land owned or leased by the individuals.

(6) "Repeat willful violator" means any employer that has been the subject of a final and binding citation for a willful violation of one or more requirements under this section and all applicable rules, within three years of the date of issuance of the most recent citation for a willful violation of one or more requirements.

(7) "Security guard" means an individual who is principally employed as, or typically referred to as, a security officer or guard, regardless of whether the individual is employed by a private security company or a single employer or whether the individual is required to be licensed under chapter 18.170 RCW.

(8) "Willful" means a knowing and intentional action that is neither accidental nor the result of a bona fide dispute.

[Statutory Authority: Chapter 49.60 RCW. WSR 26-01-099, s 296-137-010, filed 12/16/25, effective 1/16/26.]