



Employer Solutions Law

Labor & Industries Matters	WISHA/DOSH	Workers' Compensation
Employment Law	Training	EEOC/ESD Cases

FREE WEBINAR Wednesday - April 16 at 12 pm



Navigating DOSH Inspections and Updates to the Washington Administrative Code

In this week's free webinar, managing attorney Brian Padgett will provide practical guidance on DOSH inspections and recent WAC updates affecting safety and compliance.

[Email Anne to join Wednesday's webinar.](#)

NIOSH CUTS: A Threat to Workplace Safety

On April 1, two-thirds of employees at the National Institute for Occupational Safety and Health (NIOSH) were laid off, with the remaining staff expected to face cuts by June 30. This reduction significantly impacts Washington State, where nearly all employees at the Regional Office in Seattle and the Spokane Research Laboratory have been let go.

The shrinking of NIOSH leaves a significant gap in efforts to promote workplace safety and protect workers from occupational risks. Historically, NIOSH has been responsible for:

Research and development in workplace safety and health

Surveillance and data collection on occupational injuries, illnesses, and fatalities

Health hazard evaluations in workplaces

Training and educational programs for employers and workers

Grants to academic institutions and public health organizations for further research

Given Washington's strong labor policies, we may see more state-led initiatives to enhance worker safety, increased funding for local research organizations, and strengthened state-level occupational health standards. With our state's robust public health infrastructure, we might also see new partnerships between government agencies, universities, and private industries.

While it's unclear how these cuts will affect your day-to-day operations, preparing for a shift in responsibility for workplace safety is crucial. This is an opportunity to strengthen public-private partnerships across the state, including collaboration between government, universities, non-profits, organized labor, and private industry. State Representative Liz Berry, Chair of the Labor & Workplace Standards Committee, made this statement:

"I am deeply concerned about the recent cuts to NIOSH, which threaten worker safety and health in Washington State. In response, I am committed to collaborating with business leaders, unions, and other stakeholders to further strengthen our commitment to workplace safety. Washington is a leader in worker protection, and despite these challenges, our commitment remains unwavering. We will continue to innovate and uphold stringent safety standards, ensuring our workplaces are safe and supportive environments for every worker."

Q1 VIOLATIONS: What You Need to Know

In the first quarter of 2025, the Washington Department of Labor & Industries (L&I) issued press releases highlighting **eight notable labor violations** across various industries.

For employers, these cases provide insights into common compliance pitfalls and the evolving landscape of labor regulations. Understanding the nature of these violations can help businesses better navigate the law and avoid citations and penalties.

Severe Safety Oversight: Fertilizer Manufacturing

A tragic fatality from a toxic gas leak resulted in a near \$400,000 fine, underscoring the lethal consequences of safety non-compliance and the high stakes of environmental health and safety regulations.

Environmental and Health Compliance: Asbestos Exposure

Substantial fines (\$231,000) against a truck rental company and house flippers for asbestos violations underscore the legal responsibilities of companies regarding hazardous materials and public health.

Fair Labor Practices: Paid Sick Leave

The enforcement action against a national auto parts retailer, which resulted in over \$163,000 in compensation for unpaid sick leave, highlights the importance of adhering to state labor laws and the potential financial consequences of non-compliance.

Protection of Vulnerable Workers: Child Labor

Penalties of \$68,000 for a family entertainment facility and \$115,000 for a logging operation for child labor violations underscore the critical importance of protecting young workers and the severe legal consequences of violating child labor laws.

Fraud Detection and Enforcement: Compensation Fraud

A case involving a farmhand's fraudulent workers' compensation claims, amounting to \$122,000 in Skagit County, highlights the legal ramifications of fraud and underscores the importance of diligence in claims management and verification.

These violations were likely chosen to underscore the Department's proactive stance on enforcement and as a deterrent to other businesses, warning of the serious legal and financial consequences of non-compliance

[Read the Department's Press Releases Related to These Matters](#)



Job hazard analysis (JHA) is essential for maintaining workplace safety. It helps identify and assess potential risks linked to specific tasks, allowing employers to implement effective controls that reduce or eliminate those risks, preventing injuries and illnesses.

The Department of Labor has three short (2-4 minute) videos that cover the fundamentals of conducting a job hazard analysis.

- Job Hazard Analysis: [Why it Matters?](#)
- Job Hazard Analysis: [Outline Job Steps](#)
- Job Hazard Analysis: [Choose and Add Controls](#)



Make Workers' Comp Work for Your Business: L&I is hosting a free 2.5-hour training to empower businesses by helping you navigate workers' compensation in Washington state.

[April 22, 1 pm - 3:30 pm](#) OR [May 14, 9:30 am - 12 pm](#)



The **12th Annual Pacific Northwest Safety Symposium** will be held on Thursday, May 22, at the Muckleshoot Casino Resort in Auburn.

- [For more information and registration.](#)

Hard Hats, Heavy Minds: Mental Health is Job Safety



Mental health is a safety issue. Let's treat it like one!

Next month's free webinar explores the intersection of mental health, suicide prevention, and job site safety.

Wednesday, May 14, 12 pm
Presented by Rachel Padgett, MSW

[Email Anne to register for the webinar.](#)

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[Brian Padgett](#) | Brian@EmployerSolutionsLaw.com
www.EmployerSolutionsLaw.com | 425-644-6142

Employer Solutions Law | 2700 Richards Road Suite 201 | Bellevue, WA 98005 US

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