



Washington State Department of
Labor & Industries

Ergonomic Rulemaking for Scheduled Airlines — Ground Crew Operations (Risk Classification 6802)

Report to the Legislature

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Executive Summary

Work-related musculoskeletal disorders (WMSDs) account for nearly one-third of all workers' compensation claims that result in time-loss, and are a common cause of long-term disability in Washington state.

Engrossed Substitute Senate Bill (ESSB) 5217, passed by the 2023 Legislature and codified under RCW 49.17.520 and RCW 49.17.020(11), repeals the prohibition on rulemaking to prevent work-related musculoskeletal injuries and disorders and allows the Washington State Department of Labor & Industries (L&I, or "the department") to adopt one rule for either one industry or one risk classification in a 12-month period, but no rule may be in effect before July 1, 2026. The law also requires the department to publish annually by November a list of industries and risk classifications eligible for rulemaking. To be eligible for inclusion, the industry or risk classification must be at least twice the statewide rate of WMSDs.

L&I must also provide a list of industries or risk classifications most likely to be selected for future rulemaking and prioritize efforts to provide technical assistance to those employers. This second, prioritized list is referred to as the "high-priority list."

L&I published the first report and high-priority list in November 2023. L&I selected Scheduled Airlines — Ground Crew Operations under Risk Classification 6802 for the first rulemaking effort, having filed the notice of intent to adopt rules (CR 101) on Oct. 29, 2024. Scheduled Airlines — Ground Crew Operations has the highest WMSD compensable claim rate of all industries and risk classifications on the high-priority list per the November 2023 report, with a rate of over 10 times the overall statewide rate.

Per RCW 49.17.520(4), L&I is required to provide a report to the members of the relevant legislative committees within 90 days of starting the formal rulemaking process. The report is to include the criteria L&I used to select the industry or risk classification and information on how L&I will develop the rules. This report includes the information for this first rulemaking effort for Schedule Airlines — Ground Crews, Risk Classification 6802.

Introduction

OVERVIEW AND PURPOSE

Work-related musculoskeletal disorders (WMSDs) account for nearly one-third of all workers' compensation claims that result in time-loss, and are a common cause of long-term disability in the state. In 2023, the Washington State Legislature enacted Engrossed Substitute Senate Bill (ESSB) 5217, codified under RCW 49.17.020 and RCW 49.17.520, to adopt rules to regulate work-related musculoskeletal disorder (WMSD) hazards for industries or risk classifications with WMSD workers' compensation compensable claim rates that are greater than two-times the overall state rate. L&I can adopt only one rule for either one industry or one risk classification in a 12-month period, with an effective date of July 1, 2026, or later for the first rule.

The Legislature required L&I to publish annually by November a list of industries and risk classifications eligible for rulemaking. From this list, L&I must identify a list of industries or risk classifications most likely to be selected for future rulemaking. The department refers to this as the "high-priority" list.

L&I published the first report and high-priority list in November 2023. L&I selected Scheduled Airlines — Ground Crew Operations under Risk Classification 6802 for the first rulemaking effort, having filed the notice of intent to adopt rules (CR 101) on Oct. 29, 2024 ([WSR 24-22-067](#)). Scheduled Airlines — Ground Crew Operations has the highest WMSD compensable claim rate of all industries and risk classifications on the high-priority list per the November 2023 report. The rule will cover WMSD hazards for members of ground crews employed by businesses operating scheduled airlines who are assigned the risk classification 6802 in L&I's workers' compensation system, defined under WAC 296-17A-6802, excluding those in subclassification 6802-01 as required by RCW 49.17.520(d).

Per RCW 49.17.520(4), L&I is required to provide a report to the members of the relevant legislative committees within 90 days of starting the formal rulemaking process. The report is to include the criteria L&I used to select the industry or risk classification and information on how L&I will develop the rules. This report includes the information for this first rulemaking effort for Schedule Airlines — Ground Crews, Risk Classification 6802.

Background

ENGROSSED SUBSTITUTE SENATE BILL 5217/RCW 49.17.520

In 2023, the Legislature passed ESSB 5217, which repealed RCW 49.17.370 and restored L&I's authority to regulate working practices to prevent WMSDs.

The new law, codified under RCW 49.17.520 and RCW 49.17.020(11), limits L&I's WMSD rulemaking authority, such that L&I may:

- Adopt only one set of rules, either for one industry or one workers' compensation risk classification, per 12-month period.
- Adopt rules only for industries or risk classifications in which the WMSD compensable claims rate was greater than two-times the overall state WMSD compensable claim rate over a recent five-year period. If the selected industry or risk classification has subdivisions that were less than two-times the statewide rate, they are excluded from rulemaking. The rules would apply to an establishment engaged in activities as defined by the industry or risk classification.
- Not adopt emergency rules, or rules applicable to home offices.

L&I is required to publish annually by November a list of industries and risk classifications eligible for rulemaking, and identify those industries or risk classifications most likely to be selected for future rulemaking.

The department must prioritize efforts to provide technical assistance to employers most likely to be selected for future rulemaking. Additionally, the Legislature directed L&I to review claims to verify the data used to identify industries and risk classifications is consistent with the definition of WMSDs in the new law.

When selecting an industry or risk classification for rulemaking, L&I is to consider whether the trend of the WMSD compensable claim rate in an industry or risk classification is:

- demonstrating a statistical downward trend in the claims rate that is greater than the statewide average; and
- whether the statistical trend suggests the industry or risk classification will have a rate lower than two-times the state average in the next three years.

As part of each rule-development process, L&I must convene an advisory committee of equal employer and worker representatives. L&I must also consider options for an employer to demonstrate alternative control methods in which:

- the alternative methods are at least as effective as the rule requirements;

- affected employees are trained and monitored for compliance; and
- the employer has documented all efforts.

In addition, L&I is directed to solicit input on the effective date for each rule, which must be at least 120 days following the rule adoption, and no rule may be effective prior to July 1, 2026.

NOVEMBER 2023 REPORT AND HIGH-PRIORITY LIST

ESSB 5217/RCW 49.17.520 requires L&I publish annually by November a list of industries and risk classifications eligible for rulemaking. To be eligible for inclusion on the “eligibility list,” the industry or risk classification must be at least twice the statewide rate of WMSDs. L&I must also provide a list of industries or risk classifications most likely to be selected for future rulemaking and prioritize efforts to provide technical assistance to those employers. This second, prioritized list is referred to as the “high-priority list.”

As directed by statute, L&I published the [Industries and Risk Classifications Eligible for Ergonomic Rulemaking](#) in November 2023, covering the 2017-2021 five-calendar-year period. For that report, the statewide rate was 4.4 per 1,000 full-time-equivalent employees (FTEs). The report details which North American Industry Classification System (NAICS) industries and Washington risk classifications are eligible for rulemaking. Detailed data used to determine which NAICS Subsectors (3-digit NAICS), NAICS Industry Group (4-digit), NAICS Industries (5-digit NAICS), and Washington industrial insurance risk classifications (4-digit) were eligible for rulemaking are published in the report. The report includes 31 industries and risk classifications deemed high-priority industries and risk classifications for rulemaking. Generally, the industries and risk classifications with higher claim rates and claim counts were prioritized for rulemaking. Plus the department included additional industries and risk classification that represent a diverse range of industry sectors in Washington.

Following the publication of the November 2023 report, L&I did informal outreach to interested parties in business and labor. In April 2024, L&I narrowed the high-priority list to five industries and risk classifications, and shared the list with the Washington Industrial Safety and Health Act (WISHA) Advisory and Workers’ Compensation Advisory committees.

The following tables list the 31 high-priority industries and risk classifications and those in the Top 5.

High-priority list for Industry based on NAICS Codes; Washington State WMSD Compensable¹ Claims, 2017–2021

Top 5	NAICS code	NAICS description	WMSD claim rate compared to all statewide (Rate Ratio)	WMSD claim rate per 1,000 FTE ²	Predicted ³ rate ratio <2 2024	Number of workers' compensation accounts ⁴	Average number of compensable WMSD claims per year	Average number of FTE ² per year
	23814	Masonry Contractors	2.9	12.9	N	588	22.8	1,762.8
	31171	Seafood Product Preparation and Packaging	2.3	10.3	N	67	36.2	3,501.4
	31181	Bread and Bakery Product Manufacturing	2.3	10.4	N	630	54.4	5,246.5
	31211	Soft Drink and Ice Manufacturing	2.5	10.9	N	49	27.2	2,494.9
✓	42441	General Line Grocery Merchant Wholesalers	3.3	14.8	N	179	137.0	9,253.0
	42481	Beer and Ale Merchant Wholesalers	2.7	11.8	N	101	36.8	3,126
	44413	Hardware Stores	2.4	10.9	N	327	96.6	8,901
	44511	Supermarkets and Other Grocery (except Convenience) Stores	2.5	11.2	N	898	424.6	38,062
	45291	Warehouse Clubs and Supercenters	2.9	12.8	N	12	364.6	28,452
	48111	Scheduled Air Transportation	4.7	21.0	N	49	226.6	10,789
	48412	General Freight Trucking, Long-Distance	2.5	10.9	N	1,373	107.4	9,848
	48421	Used Household and Office Goods Moving	3.9	17.3	N	399	31.8	1,836
	492	Couriers and Messengers	4.2	18.8	N	664	278.4	14,839.3
	562 ⁵	Waste Management and Remediation Services	2.5	11.0	N	705	105.0	9,584.5
	62191	Ambulance Services	4.7	21.0	N	58	49.4	2,354
	62321	Residential Intellectual and Developmental Disability Facilities	3.4	15.1	N	22	41.2	2,729
	92216	Fire Protection	3.3	14.8	N	281	83.8	5,681

¹ Only compensable claims were used for this analysis. Compensable claims have expenses beyond medical treatment, including payments for time-loss, permanent partial disability awards, total permanent disability, and survivor benefits. Kept-on salary claims are considered compensable claims.

² FTE (full time equivalent): 1 FTE = 2,000 hours

³ Trend analysis of a 10-year period (2012–2021) used to predict claim rate in 2024, and compared to the predicted 2024 statewide claim rate to calculate the rate ratio. Y = yes; N = no

⁴ Number of workers' compensation accounts reporting any hours during 2017–2021

⁵ Excludes NAICS 5629

High-priority list for Washington Risk Classifications; Washington State WMSD Compensable Claims, 2017–2021

Top 5	Risk class (4-digit) code	Risk class (4-digit) description	WMSD claim rate compared to all statewide (Rate Ratio)	WMSD claim rate per 1,000 FTE ²	Predicted ³ rate ratio <2 2024	Number of workers' compensation accounts ⁴	Average number of compensable WMSD claims per year	Average number of FTE ² per year
	0302	Masonry Construction	3.9	17.3	N	1,025	24.4	1,407.3
	0507	Roof Work – Construction and Repair	3.2	14.3	N	3,479	55.4	3,872.2
	2002 ⁵	Freight Handling Services	3.2	14.1	N	408	68.6	4,852.0
✓	2103	Fulfillment Centers	10.5	46.5	N	6	306.2	6,580.0
	3403	Aircraft Manufacturing	2.3	10.2	N	31	523.0	51,256.3
	3906 ⁵	Bakeries, Cracker, Pasta, Confection-Manufacturing/Wholesale, NOC	2.9	12.9	N	299	59.8	4,619.5
	6105	Hospitals, NOC	2.3	10.0	N	81	858.2	85,789.4
✓	6108	Nursing and Convalescent Homes	2.2	9.6	N	355	173.2	18,126.4
	6402	Supermarkets	2.6	11.5	N	475	436.2	37,998.1
✓	6407	Wholesale Stores, NOC incl. wholesale/retail combination	2.8	12.5	N	1,851	252.0	20,145.1
	6801 ⁵	Scheduled Airlines - Flight Crew	3.0	13.3	N	22	60.6	4,545.2
✓	6802 ⁵	Scheduled Airlines - Ground Crew	10.6	47.0	N	37	167.4	3,558.5
	6904	County and City Fire fighters - Salaried	4.9	21.8	N	247	206.4	9,456.3
	7201	State Patient and Health Care Personnel, NOC	4.5	19.9	N	44	69.6	3,495.1

¹ Only compensable claims were used for this analysis. Compensable claims have expenses beyond medical treatment, including payments for time-loss, permanent partial disability awards, total permanent disability, and survivor benefits. Kept-on salary claims are considered compensable claims.

² FTE (full time equivalent): 1 FTE = 2,000 hours

³ Trend analysis of a 10-year period (2012–2021) used to predict claim rate in 2024, and compared to the predicted statewide 2024 claim rate to calculate the rate ratio. Y = yes; N = no

⁴ Number of workers' compensation accounts reporting any hours during 2017–2021

⁵ Excludes the following risk classifications: 2002-13, 2002-31, 3906-05, 6801-01, 6802-01

SELECTION CRITERIA FOR HIGH-PRIORITY LIST

In determining the high-priority list, L&I considered many different factors. No one factor was determinative; rather, a holistic assessment was made. First and foremost, all industries and risk classifications meet the criteria and were eligible for rulemaking as having the WMSD compensable claim rate of two-times the statewide average. In addition to the WMSD compensable claim rate, quantitative measures considered included:

- The compensable claim count. Claim count represents the burden of WMSDs to an industry or risk classification, as well as the burden to workers in those industries. By complementing claim rate (risk for injury) with claim count (how common injuries are), prevention resources can be focused on high-risk industries while reducing the overall burden of WMSDs.
- Number of workers exposed.
- Number of employer accounts.
- Trend information.

Qualitative factors were also considered and included:

- Whether the WMSD hazards were relatively uniform across the industry, e.g. patient handling in nursing homes, manual material handling in freight handling.
- Whether solutions to control the WMSD hazards were known and available.
- Whether the employer has general control over the worksite to lessen the WMSD hazard, e.g. there is less of a need to interact with a separate employer at a delivery site to mitigate the hazard.
- Whether the work is done at a fixed location.
- Whether information is available regarding the WMSD injuries that are occurring, including the causes of WMSD injuries, occupations reporting claims, and time-loss duration.
- Other factors that are known or shared about the industries and the risk classifications that could impact the ability to adopt and implement rules effective in reducing WMSD hazards. This included existing statutory or regulatory requirements that have or could have an impact on WMSD exposures, the impact of any formal or informal nonregulatory interventions, and current efforts by employers or trade associations to address WMSD hazards.

Trends

RCW 49.17.520 requires L&I to consider trend information two ways: first in compiling the annual report and identifying priority industries; and second when selecting an industry or risk class for rulemaking from the priority industries. A compensable claim rate trend is the direction the rate is

moving over a period of time. Trends can be decreasing, increasing, or unchanged.

First, in compiling the annual report of industries and risk classifications eligible for rulemaking, RCW 49.17.520 (8)(a) requires L&I to “identify low priority industries and risk classifications for whom the statistical trend suggests the industry or risk classification will have a rate lower than two times the state average in the next three years.”

Identifying what will be lower than two-times the statewide average in the next three years must take into consideration the current rate (i.e., how high above the statewide average is the rate now) and the trend (i.e., how quickly the rate is changing and in what direction is the trend). An industry or risk class may have a decreasing trend, but may still be above two-times the statewide average in the next three years because of high starting rates. Similarly, an industry with a very low starting rate but an increasing trend may still be below two-times the statewide average in the next three years.

Second, when selecting an industry or risk class for rulemaking from the priority list, RCW 49.17.520(3)(e) directs L&I to “consider if the industry is demonstrating a statistical downward trend in the claims rates that is greater than the statewide average.” The department has analyzed this trend information with the annually observed rates for industries and risk classifications and estimated their trend line using regression modeling. The trend information shall be considered, but is not determinative of eligibility for rulemaking.

Because RCW 49.17.520 did not specify the number of years required to establish trends, L&I considered both a 10-year and five-year lookback period.¹ The department chose to consider both 10- and five-year periods because both ways present their own specific benefits and challenges. More years of data provides more data points from which to reliably estimate a trend line, giving the statistical procedures more power to detect statistically significant decreases or increases. However, to get a sense of more recent claim activity, a five-year lookback period was also considered.

¹ WMSD claim trends were then evaluated using negative binomial regression modeling to determine if they were significantly increasing or decreasing, or if there was no statistically significant observed change. Regression modeling is a statistical technique used to measure how the WMSD claim rate changes over time and whether that change is statistically meaningful (i.e., statistically significant). The statistical significance level used for this analysis was $\alpha=0.05$. The regression modeling technique also enables L&I to predict the WMSD claim rate in a subsequent year based on the previous years' trend. L&I estimated the claim rate in 2024 using the trend information from the regression model to determine if the rate was likely to go below two-times the statewide average.

Scheduled Airlines — Ground Crew Operations (Risk Class 6802)

OVERVIEW

Risk classification is a method for grouping risks with similar characteristics to set insurance rates. Washington has its own risk classification system that is based on the degree of hazard — based on risk for insurance losses — and is tailored to Washington’s businesses and industries. Risk Classifications are defined in rule under chapter 296-17A WAC. L&I’s Insurance Services Division assigns every employer one or more risk classifications based on the nature of its business. Each risk classification has separate base workers’ compensation premium rates that apply to the employers and workers in that classification. Risk classifications can be further broken down into subclassifications, with the main risk classification being a four-digit level and subclassifications at the six-digit level. Under RCW 49.17.520(3)(d), when adopting rules for a risk classification, any six-digit subclassification with a WMSD compensable claims rate less than two-times the overall state rate must be excluded from the rules.

Risk Class 6802, defined under WAC 296-17A-6802, includes two subclassifications: 6802-00, Scheduled Airlines — Ground Crews Operations; and 6802-01, Hot Air Balloon — Ground Crew Operations. As subclass, 6802-01, Hot Air Balloon — Ground Crew Operations has a WMSD compensable claims rate less than two-times the overall state rate, it is excluded from this rulemaking.

Risk Class 6802, Scheduled Airlines — Ground Crews Operations, as defined under WAC 296-17A-6802, applies to members of ground crews employed by businesses operating scheduled airlines. Scheduled airlines will have:

- published fares;
- definite dates;
- routes; and
- time for departure and arrivals.

Ground crews include, but are not limited to:

- baggage handlers;
- ticket sellers who handle baggage; and
- aircraft maintenance.

Risk Class 6802 excludes scheduled airline flight crew worker hours, which are reported separately under risk class 6801, Scheduled Airlines — Flight Crew, as defined under WAC 296-17A-6801. Risk Class 6802 also excludes ticket sellers, information and reservation clerks, and clerical personnel with duties and exposures to

hazards limited to those described in risk class 4904, Clerical Office Staff, as defined under WAC 296-17A-4904. Under Risk Class 4904, the work environment is restricted to a business office or similar office-like environment; physically separated by walls, partitions, or other physical barriers from all other work areas; and where only office work, as described in risk class 4904, is performed.

There is another risk class, Risk Class 6804, as defined under WAC 296-17A-6804, covering work at airports with subclassifications that include baggage handling and ticket sellers who handle baggage. Risk Class 6804 includes the following subclassifications: 6804-00 Airport operations; 6804-01 Aircraft ground crew operations, Not Otherwise Classified (N.O.C.); 6804-02 Aircraft companies, sales or service agencies — Including aircraft sales personnel; 6804-03 Airlines, nonscheduled — Ground crew operations; and 6804-04 Aircraft: Remanufacture, rebuild, modification, conversion, or repair. Risk Class 6804 is ineligible for rulemaking, as the WMSD compensable claim rate is the same as the statewide average.

SELECTION FACTORS CONSIDERED FOR SCHEDULED AIRLINES — GROUND CREW OPERATIONS

As referenced above, L&I reviewed multiple factors in selecting the high-priority industries and making the selection of Scheduled Airlines — Ground Crew Operations. No single factor was determinative; rather, a holistic assessment was made.

The first factor considered was the WMSD compensable claim rate, which is 10-times the statewide average and the highest of all industries and risk classifications on the high-priority list and the second-highest of all eligible industries and risk classifications.² The WMSD compensable claim rate for Scheduled Airlines — Ground Crew Operation is 47 out of 1,000 full-time equivalent employees (FTEs) over the five-year period covered in the report. The statewide compensable claim rate for the same period is 4.4 out of 1,000 FTEs. In fact, less than 10% of all the eligible industries and risk classifications — 12 out of 184 — had a compensable claim rate of more than five-times the state average.³

Other quantitative factors were considered. These included:

- **The number of compensable claims.** The average number of compensable WMSD claims in Scheduled Airlines — Ground Crew Operations is 167.4 per year. This is the 13th-highest among the 31 industries and risk classifications on the high-priority list. As referenced above, a high count of claims combined with a high claim rate suggests that the industry should be prioritized for prevention

² The only eligible industry and risk class with a higher compensable WMSD claim rate was Risk Class 6625, Horse Racing Grooms and Assistant Trainer (major track), which was 83-times greater than the state rate and has one workers' compensation account reporting, on average, 0.5 FTE per year.

³ Of these 12 industries and risk classes, two risk classes — one of which is Scheduled Airline, Ground Crew Operations — had about 95% of the FTEs and about 95% average annual WMSD claims.

efforts, including regulatory intervention, since it combines the risk of a WMSD but also the burden of WMSD on the industry.

- **Trend data.** Using a 10-year lookback period to analyze trends, the compensable WMSD claim rate for risk class 6802 increased by an average of 10% each year. When looking at only the most recent five-year period for 6802, however, there is no significant change in the rate. Based on these trends, the compensable WMSD claim rate is estimated to remain 10-times higher than the statewide rate in 2024 (2024 = three years past the last year in the recent five-year time period). In addition, the compensable WMSD claim rate for risk class 6802 is not decreasing over time, while the statewide average is decreasing by about 5% each year.
- **Time-loss duration.** For the workers with compensable WMSD claims, the median number of days needed to recover before returning to work was 24, meaning half the injured workers took more than 24 days to recover. This is a measure of the severity of the injuries and the impact to workers, as well as the impact of the indirect costs on employers and other employees due to the injured workers' absences. This data also suggests a rule may significantly lower the burden of compensable claims within the risk classification.

Qualitative factors were also considered, which included, but was not limited to:

- Baggage handling is a frequent cause of WMSDs, including: lifting and throwing luggage and cargo; repetitive placing, grasping, or moving objects when loading and unloading bags and freight; and bending, climbing, crawling, reaching, or twisting; and pushing or pulling carts.
- Industry best practices are available identifying common WMSD hazards and possible solutions. This includes work under a 2002-2006 OSHA Alliance with the Airline Industry and the National Safety Council (NSC), International Air Transport Section that focused on ergonomics and the issues related to handling passenger-checked baggage.⁴ Information on ergonomic interventions is also included in peer-reviewed literature and international consensus standards. L&I is also aware of other efforts by scheduled airlines to reduce WMSD hazards for baggage handling.

⁴ The 2002-2006 OSHA Alliance with the Airline Industry and the National Safety Council (NSC), International Air Transport Section, focused on ergonomics and the issues related to handling passenger-checked baggage. For more information, see <https://www.osha.gov/alliances/nsc-airline/nsc-airline>. The OSHA Baggage Handling eTool, available at <https://www.osha.gov/etools/baggage-handling>, was developed as part of this Alliance. The 2008-2018 OSHA Alliance with the Airline Ground Safety Panel (AGCP) focused on hazards such as falls, motor vehicles, and hazard communication. For more information, see <https://www.osha.gov/alliances/airline-group/airline-group>.

Rule Development Process

L&I will follow the permanent rule adoption process under the Administrative Procedures Act, chapter 34.05 RCW. The department &I will work collaboratively with stakeholders on the rule development process, which is outlined in the “Ergonomic Rule Development Roadmap” (see Appendix). As described in the roadmap, the initial efforts will focus on two sets of scoping conversations: one with all interested stakeholders to get input on key ergonomic rule components that L&I should consider for consistency across industry specific rules; and one with employers and employees in the Scheduled Airlines — Ground Crews Risk Class to get input on the industry-specific issues, concerns, and best practices.

After these initial scoping discussions, meetings will then be held with all interested parties to discuss developing the rule language that will be specifically for the Scheduled Airlines — Ground Crew Operations Risk Class with opportunities to provide input prior to the rule proposal being filed. As directed by RCW 49.17.520(6), an advisory committee will be assembled, representing equal parts business and labor representatives in the Scheduled Airlines — Ground Crews Risk Class, to provide recommendations to L&I during the rules development process.

Once the proposed rule is filed, there will be an open public comment period during which interested parties can provide written comments or give oral testimony during the public hearing process. According to RCW 49.17.520(7), the effective date of any rule may not be less than 120 days after adoption, and no rule may be effective before July 1, 2026. Consistent with RCW 49.17.520(7), specific input on the appropriate effective date will be solicited during the rule development process.

Appendix

The following “Ergonomic Rule Development Roadmap” is available online at <https://lni.wa.gov/safety-health/safety-rules/rulemaking-stakeholder-information/6802-ground-crews-ergo/6802Roadmap.pdf>.

Ergonomic Rule Development Roadmap

Scheduled Airlines – Ground Crew Operations (Risk Class 6802)



Work-related musculoskeletal disorders (WMSDs) are the most common workplace injury in Washington state.

Airline ground crews have a WSMD workers’ compensation claims rate that is more than 10 times the Washington statewide average for all industries.

L&I is starting the rule development process to prevent these types of injuries. The process will follow these steps:

Step 1: File formal notice of intent to adopt rules (CR 101); then develop first draft

Scoping

- **Broad conversations:** What components of ergonomic rules might be consistent across all industry specific rules?
- **Conversations specific to Ground Crew Operations:** What are the issues, concerns, and industry best practices L&I should consider when we start rule development?

Develop draft proposed rules and get recommendations from advisory committee

- **Rule Development:** Input from all interested parties on developing the draft proposed rule language.
- **Ground Crew Operations Advisory Committee:** Provide recommendations on draft proposed rules.

Analyzing the cost of the proposed rules

- Cost Benefit Analysis.
- Small Business Economic Impact Statement.

Step 2: File proposed rule (CR 102) and gather public input

Public comment period

- Gather written public comment and hold public hearing; then
- L&I considers and responds to public comments prepared, and makes decisions on final rule language.

Step 3: File final adopted rule (CR 103)

- **Adopt final rule.**
- **Prepare for rule implementation** – education and outreach.
- **Rule goes into effect** at least 120 days after adoption and no earlier than July 1, 2026.

For more information, see the ergonomic rulemaking webpage: lni.wa.gov/safety-health/safety-rules/rulemaking-stakeholder-information/air-transportation-ergo

Upon request, 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.

FY25-173 [10-2024]



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Labor & Industries