

DOSH DIRECTIVE

Department of Labor and Industries
Division of Occupational Safety and Health

Keeping Washington safe and working

10.15

Outdoor Heat Exposure Enforcement Procedures

Date: July 17, 2023

I. Purpose

To establish consistent statewide enforcement and consultation policy for all DOSH staff on the application of WAC 296-62-095 through 296-62-09560 and WAC 296-307-097 through 296-307-09760 pertaining to Outdoor Heat Exposure.

II. Scope and Application

A. This directive applies to all DOSH staff and replaces all previous directives, instructions and guidance on this issue, whether formal or informal. If this directive differs or conflicts with the DOSH Compliance or Consultation Manuals, the instructions and guidance contained in this directive take precedence.

Note: This does not replace DOSH Directive 10.20 regarding DOSH's participation in the National Emphasis Program on heat.

B. Outdoor heat exposure will be assessed on all inspections when workers are working outdoors and the temperature is 80 degrees Fahrenheit or higher. High heat exposure will be assessed on all inspections with workers working outdoors and the temperature is 90 degrees Fahrenheit or higher.

III. References

- WAC 296-62-095, Outdoor Heat Exposure
- WAC 296-307-097, Outdoor Heat Exposure
- DOSH Compliance Manual
- DOSH Consultation Manual

IV. Background

A. Heat-related illness (HRI) is a well-recognized hazard in the outdoor work environment. HRI includes heat fatigue, heat rash, fainting, heat cramps, heat exhaustion, and heat stroke. Excessive heat exposure is also linked to injuries from falls, equipment operation accidents and other on-the-job incidents due to fatigue, dizziness, and disorientation.

- B.** Washington workers with exposure to outdoor heat are at risk for HRI. The Outdoor Heat Exposure rule uses simple, common sense requirements to address hazards of exposure to outdoor heat. Specific requirements apply when temperatures are at or above those specified in Table 1 of WAC 296-62-09530 or WAC 296-307-09730, and during periods of high heat as specified in WAC 296-62-09547 and WAC 296-307-09747.

V. Enforcement Policy

A. Citing and Classifying Violations.

1. All violations shall be classified and cited according to the policy and procedure for classifying violations found in Chapter V of the DOSH Compliance Manual. Special attention shall be given by each CSHO, supervisor and Regional Compliance Manager, to ensuring that all violations identified are properly classified and that each violation determined to be serious has an appropriate penalty assigned.
2. Outdoor heat exposure may result in HRI which can cause death or serious physical harm.

B. Scope and Applicability of the Rule.

1. The Outdoor Heat Exposure rule applies to all employers with employees performing work in an outdoor environment when employees are exposed to outdoor heat. An exception is provided for those with “incidental” exposure as defined in WAC 296-62-09510(3) and WAC 296-307-09710(3). For firefighters, the requirements under chapter 296-305 WAC apply.
2. Employees inside transportation road vehicles, such as delivery vans, trucks or other vehicles, are not considered to be “working outdoors” while driving the vehicles, if the vehicles are able to maintain airflow throughout the vehicle by use of fans, vents, or open windows. If airflow is not maintained, employees working in such vehicles are considered to fall under the scope of the outdoor heat rules. Employees are considered to be “working outdoors” when performing physical activity inside transportation vehicles, such as carrying or moving packages inside trailers, and the environmental factors affecting temperature are not being managed by engineering controls.
3. Work performed within outdoor containment areas such as lead removal projects on bridges, or where an employee must enter a manhole, tunnel, or outdoor vault are considered “outdoor” work activities for purposes of the Outdoor Heat Exposure rule.
4. Work in environments that are partially outdoors (such as with open doors or windows, or a missing wall), may be considered outdoor environments depending on the primary source of heat. Work inside sheds, tents, or other structures, may be considered an outdoor environment if the environmental

factors affecting temperature are not managed by engineering controls. Examples of engineering controls include: building insulation, fans, and air conditioning. If additional determination regarding the definition of an outdoor environment is needed, contact the technical specialist for heat exposure.

5. On days expected to have temperatures at or above the action levels in Table 1 of WAC 296-62-09530(1) or WAC 296-307-09730(1), or Table 2 of WAC 296-62-09547 or WAC 296-307-09747, employers must determine if certain requirements of the Outdoor Heat Exposure rule apply. If the need to comply is not presumed as in the bullet point above, employers are expected to determine (i.e. measure) the temperature at the actual worksite at least every two hours.

Note: As indicated in the rule, temperature tracking or record keeping is not required.

6. When documenting a violation of the Outdoor Heat Exposure rule, CSHOs and consultants must include documentation that the worksite temperature was at or above the temperature(s) listed in Table 1 of WAC 296-62-09530(1) or WAC 296-307-09730(1), or Table 2 in WAC 296-62-09547 or WAC 296-307-09747 were met or exceeded by use of ambient air temperature instruments (check with the DOSH Laboratory if you need assistance), or evidence that such temperature(s) was met or surpassed at the worksite.

CSHOs must document the presence of at least one employee exposed above the trigger temperature as well as the exposure duration. Trigger temperatures are intended to be used as ambient air temperatures; not Wet Bulb Globe Temperatures (WBGT) or heat indexes.

C. Employer and Employee Responsibility WAC 296-62-09530 and WAC 296-307-09730.

1. All employers affected by this rule must identify and address outdoor heat exposure as a hazard in their written accident prevention program (APP) when employees are exposed at or above temperatures listed in Table 1 of WAC 296-62-09530(1) or WAC 296-307-09730(1). Although a separate written program is not required, an employer may choose to have one.

CSHOs and consultants will document whether the written outdoor heat exposure safety program includes all of the minimum required elements listed under WAC 296-62-09530(1)(b) or WAC 296-307-09730(1)(b). WAC 296-62-09530(1)(a) and Washington or a written program to be “in a language that employees understand” specifically refers to the written outdoor heat exposure safety program that is required per the Outdoor Heat Exposure rule. Employers may have their written outdoor heat exposure safety program as a standalone document but still be part of their overall accident prevention program (APP). The employer may use graphics or

pictures as a form of communication or “language” to help develop a written program that employees can understand.

2. As part of their safety program, employers are required to encourage and allow employees to frequently consume water or other appropriate beverages and take preventative cool-down rest periods; CSHOs and consultants must interview employees to determine if the employer has fulfilled this obligation, and in particular if employees are aware of their right to stay hydrated, and to take preventative cool-down rest periods when needed to prevent overheating and they feel they can do so without fear of retaliation or discrimination.

Employees should be asked whether they have taken any preventative cool-down rest periods and if so, verify that preventative cool-down rest periods were paid. *See Appendix A - Additional Guidance for Preventative and Mandatory Cool-Down Rest Periods.* Supplemental evidence may include the employer’s written outdoor heat exposure program in the APP, as well as interviews with management.

3. Employees have an obligation to monitor their own personal factors and need to consume sufficient liquids to stay hydrated or to take preventative cool-down rests to prevent overheating; employees must be interviewed to determine if they understand their responsibilities. This can be done when employee training is evaluated through interviews.

D. Access to Shade.

1. Employers must provide access to shade or other effective means to reduce employees’ body temperature when the temperatures, as listed in Table 1 of WAC 296-62-09530(1) or WAC 296-307-09730(1), are exceeded; all violations of this section shall be cited as serious with appropriate penalties calculated.
2. Access to shade must meet the following requirements:
 - Close as practicable to the areas where employees are working
 - Not adjoining a radiant heat source such as machinery or a concrete structure
 - Large enough to accommodate the number of workers on a meal or rest period.
3. Employers may utilize other effective means to reduce body temperature if they can demonstrate they are equally or more effective than shade.
4. Because shade is more portable, it can and should be placed closer to where employees work than bathroom facilities. This may involve placing shade structures in multiple areas over large work sites and/or moving the structures as the work area changes (such as movement across fields and rows).

E. Drinking Water - WAC 296-62-09540 and WAC 296-307-09740.

1. Drinking water as defined in WAC 296-62-09540(1) and WAC 296-307-09740(1) is critical to preventing HRI and keeping employees hydrated; all violations of this section shall be cited as serious with appropriate penalties calculated. The compliance emphasis is to ensure the employer provides sufficient water that is suitably cool to drink, or other appropriate beverages when temperatures reach or exceed those in Table 1, so that each employee has:
 - Ready access to sufficiently cool drinking water at all times.
 - Water or other beverages that are left sitting in the sun will easily become hot and not be sufficiently cool. If there is indication the water is not sufficiently cool, such as in the complaint, based on CSHO observations, or through employee interviews, CSHOs should ask the employer how they ensure the water stays cool.
 - The opportunity to drink at least one quart of drinking water per hour **and**
 - Drinking water or other appropriate beverages must be suitable to drink (WAC 296-62-09540 and WAC 296-307-09740).
 - The quantity of drinking water required for an entire shift is not required to all be provided at the beginning of the shift. However, the employer must have sufficient procedures in place to replenish the water supply throughout the day, as needed.
2. Employees may voluntarily bring their own drinking water or other appropriate beverages to work, however, the employer is still responsible for ensuring that a sufficient quantity of drinking water is available free of charge at the worksite, so that each employee has the opportunity to drink at least one quart per hour. Compliance with this section will be documented through employee interview(s), review of the employer's program and practice, as well as observation of drinking water supplied.

Drinking water may be supplied from on-site potable water sources such as a hose bib on the outside of a residence, or other water outlet if the water is potable, single use, or personal containers are used, or a sanitary water container. **Multi-use cups and or use of hoses to deliver water are unsanitary and not acceptable.**

Requirements for maintaining sanitary conditions of drinking water dispensers, containers and cups are addressed by other safety and health rules, including WAC 296-800-23005 and WAC 296-307-095. Water sources used for drinking water at worksites should have backflow preventers.

3. Ready access to drinking water generally means that employees can drink when thirsty and without undue delay (within a few minutes). However, in certain circumstances (e.g. performing work in restricted areas) an employee may not be able to stop working on particular tasks in order to drink. In

these circumstances, the employer must have provisions in place to ensure that employees are adequately hydrated. This may include providing the opportunity for employees to drink water prior to beginning the assignment and/or limiting work time.

F. Acclimatization.

1. Acclimatization is the body's temporary adaptation to work in heat that occurs as a person is exposed to it over time. Acclimatization can take up to 14 days to develop, and can be lost after a week away from working in the heat. The requirements focus on the times during which employees are most vulnerable to heat-related illness: when they are new or returning to working in the heat, and during a sudden temperature increase (e.g., heat wave) that does not allow for acclimatization to occur. Close observation is intended to ensure rapid response to signs and symptoms of heat-related illness during these vulnerable times. All violations of this section shall be cited as serious with appropriate penalties calculated.
2. Employers must closely observe employees:
 - For 14 calendar days when:
 - Newly assigned to working in the temperatures listed in Table 1 of WAC 296-62-09530(1) or WAC 296-307-09730(1)
 - Returning to work at the applicable temperatures listed in Table 1 of WAC 296-62-09530 after an absence of seven days or more.
 - During a heat wave.
3. Close observation means that the employer is monitoring employees in a way that assists in the identification of potential heat related illness signs and symptoms for appropriate response.
4. Heat Wave is any day in which the predicted high temperature for the day will be at least the temperatures listed in Table 1 of WAC 296-62-09530 and at least 10 degrees Fahrenheit higher than the average high daily temperature in the preceding five days.
5. CSHOs should ask the employer for the name of all employees meeting the requirements in F.2. Employers must know the name of those employees, but are not required to keep written records. The CSHO should ask what method was used for close observation for the workers. Interview some of these employees to inquire about:
 - The awareness of acclimatization criteria and whether they meet the criteria;
 - If so, how they were informed they met the criteria;
 - Whether they worked alone while meeting the criteria;
 - What method of close observation was used;

- If a buddy system was used, who was the buddy, etc. Consider interviewing some workers who served as buddies.

During general employee interviews, CSHOs should also ask the workers if they were new employees in the past (month), new to working outside, or returned from an absence of more than 7 days to verify the information provided by the employer.

6. It is possible that some employees may have been previously acclimatized through their work with previous employers working outdoors in locations with similar weather. In lieu of following the close observation requirements under WAC 296-62-09545/WAC 296-307-0945, if an employer has taken **all** of the following steps to determine that an employee is acclimatized, no violation will be determined to exist:

- The employer has asked and the employee has provided the name of the previous employer.

Note: The employee is not under any obligation to provide the name of their prior employer. Employees declining to provide their employment history are protected from retaliation under WAC 296-360, Discrimination pursuant to RCW 49.17.160 (WISHA).

- The current employer has obtained written documentation from the previous employer of the relevant dates of work of the employee demonstrating that there was not a gap of more than 7 days between the previous employment and the current employment, and that the employee worked outside for the previous employer for more than 14 days. This may be in the form of an email, letter, fax, text message, or other comparable written format.
- The current employer has verified the temperatures of the relevant dates of outdoor work of the employee.

7. CSHOs should determine whether the dates when the heat hazard occurred meet the definition of a heat wave and document that in the inspection file. CSHOs should inquire to employers as to their identification of any heat wave events during relevant dates. CSHOs should ask during employee interviews:

- If the employees are/were aware of the heat wave requirements, whether any heat wave events are or were occurring;
- If any active heat wave or heat wave event during relevant dates, inquire as to:
 - Was the worker aware of the heat wave event?

- Was the worker working alone at any time during the heat wave event and if so, were provided a phone or radio and how often did the employer check in?
- Was the worker aware of the method for close observation for them?
- If a buddy system was used and if so who was their buddy and how were they informed of the buddy assignment.

G. High Heat Procedures – WAC 296-62-09547 and WAC 296-307-09747.

1. As temperatures increase, the risk of heat related illness increases. These sections require mandatory cool-down rest periods and close observation of all employees. Rest periods can reduce the risk of heat-related illness by allowing the body to cool by moving out of direct sunlight to shade and reducing the metabolic heat, or internal heat, generated from physical labor. Close observation of employees to help identify employees who may begin showing signs and symptoms of heat-related illness to ensure rapid response. All violations of this section shall be cited as serious with appropriate penalties calculated.
2. Employers must provide mandatory cool-down rest periods in accordance with Table 2 WAC 296-62-09547(1) and WAC 296-307-09747(1).
 - a. Mandatory cool-down rest periods to occur concurrently with any meal or rest period required under WAC 296-126-092/WAC 296-131-020 and must be paid unless taken during a meal period that is not otherwise required to be compensated. *See Appendix A, Additional Guidance for Preventative and Mandatory Cool-Down Rest Periods.*
 - b. While the adopted rule does not include a requirement to document mandatory cool-down rest periods, employers are responsible for ensuring they occur and that workers are appropriately paid. Employers may have existing requirements for documentation related to pay under existing Employment Standards laws.
 - c. The key with the cool-down periods is the opportunity to give the body an actual rest, both from the work activity level and temperature. As such, employees do not need to be relieved of all work duties during the mandatory cool-down periods, however the worker needs to be in a cool area doing little to no physical activity so the body can cool and rest. Examples of work with very little to no physical activity are reading or writing while sitting in the shade or in an indoor environment with air conditioning.
 - d. Mandatory cool-down rest periods can be taken intermittently during the required time period (two hours for temperatures between 90°F and 99°F and every hour for temperatures at or above 100°F). However, the employer must ensure that the use of intermittent cool-

- down rest periods allow for cooling and rest. Depending on the specific circumstances, intermittent cool-down periods may not allow for employees to sufficient cool if most of the employee's work is performed in direct sunlight, or not allow for employees to sufficient rest by reducing the metabolic heat, or internal heat, generated from physical labor if the employee is performing
- e. There is an exemption from the requirement for mandatory cool-down rest periods for emergency response operations related to aiding firefighting, protecting public health and safety, or maintaining safe and reliable operation of critical infrastructure. Employees under this exemption must still be permitted to take preventative cool-down rest periods when they think they need to.
3. All employees must be closely observed for signs and symptoms of heat related illness through regular communication, a buddy system, or other effective means of observation.
 4. CSHOs should determine whether the dates when the heat hazard occurred included work time that met the high heat temperature levels and document that in the inspection file. CSHOs should inquire to employers as to their identification of work time with high heat temperatures during relevant dates. CSHOs should ask during employee interviews:
 - a. If the employees are/were aware of the high heat requirements for close observation and mandatory cool-down rest periods;
 - b. If any active high heat work times during relevant dates, inquire as to:
 - Was the worker aware of the high heat work time?
 - Was the worker working alone at any time during the high heat work time, and if so, were they provided a phone or radio and how often did the employer check in? If a buddy system was used, who was their buddy and how were they informed of the buddy assignment.
 - Was the worker given the required mandatory cool-down rest periods? Where did they take the cool-down rest periods? Were they relieved of all duties during the cool-down rest time or only doing work with very little to no physical activity?
 5. The high heat procedure requirements apply when the temperature is at or above 90°F "unless engineering or administrative controls, such as air-conditioning or scheduling work at cooler times of the day, are used to lower employees' exposure below 90°F". If engineering or administrative controls bring the temperatures in the work area below the high heat levels, then the mandatory rest periods or close observation are not required. Some work areas may be shaded and/or use other methods to cool the outdoor area. CSHOs should determine the temperature in the areas where the employees work.

H. Responding to Signs and Symptoms of HRI – WAC 296-62-09550 and WAC 296-307-09750.

All violations of this section shall be cited as serious and have a penalty.

- Both employers and employees must be interviewed to determine awareness of response procedures and how to secure medical assistance in an emergency. Employers must ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the work site and their supervisor can contact each other to report signs and symptoms of heat-related illness and get medical attention when necessary. An electronic device, such as a cellular phone or text messaging device, may be used for this purpose only if reception in the area is reliable.
- Employees with HRI signs or demonstrating symptoms must be removed from duty and immediate action taken to reduce body temperature.
- Employees affected by HRI (see above bullet) must be monitored by the employer to determine if medical attention is necessary.

I. Information and Training - WAC 296-62-09560 and WAC 296-307-09760.

All required training for employees and supervisors must be provided prior to performing work where exposure to outdoor heat occurs. Employee interviews, review of training records if available, review of training materials and information used by an employer, and interviews of employers are to be used to determine compliance with this section. Employee and supervisor training must be provided in a language the employee or supervisor understands. Lack of training when employees are exposed at or above the temperature requirements of Table 1 of the rule may be cited serious with appropriate penalty, if the applicable definitions and criteria for documentation found in Chapter 5 of the DOSH Compliance Manual are met.

J. File Review and Tracking.

It is important that the outdoor heat exposure standard be applied and enforced in a consistent, fair and equitable manner. The following guidance shall be used by compliance and consultation staff, as appropriate, to ensure effective and meaningful application of the rule:

- Compliance staff must select in WIN, the Special Tracking Information box, “HRI Inspection Outdoor” when evaluating a worksite under the outdoor heat exposure rule, even if no violations are cited.
- Consultation staff must select in WIN, the Emphasis Information box, “HRI Evaluation Outdoor” when providing an onsite consultation pertaining to or including the outdoor heat exposure rule.

VI. Questions or Problems – Who to Call.

If questions, problems or concerns arise, compliance officers and consultants should contact their respective supervisors first, and then their regional managers, as appropriate.

For further technical information or assistance with the rule or with this directive, please contact DOSH Industrial Hygiene Technical Services. Policy and helpful outreach information is located on the DOSH website: <https://www.lni.wa.gov/Safety>.

VII. Review and Cancellation

DOSH will review this Directive within two years from the issue date, and it will remain effective until superseded or canceled.



Approved: _____
Craig Blackwood, L&I Assistant Director
Division of Occupational Safety and Health

Appendix A

Additional Guidance for Preventative and Mandatory Cool-Down Rest Periods

Under WAC 296-62-09530(1)(e) and WAC 296-307-09730(1)(e), employers are to encourage and allow employees to take a preventative cool-down rest period when they feel the need to do so to protect themselves from overheating. The preventative cool-down rest period must be paid unless taken during a meal period that is not otherwise required to be compensated.

The high heat procedures under WAC 296-62-095547(1) and WAC 296-307-09747(1) require mandatory cool-down rest periods when the temperatures are at or exceed 90°F and 100°F. The mandatory cool-down rest period may be provided concurrently with any meal or rest period required under WACs 296-126-092 or WAC 296-130-020 and must be paid unless taken during a meal period that is not otherwise required to be compensated.

Given the requirement for preventative and mandatory cool-down rest periods to be paid unless taken during a meal period that is not otherwise required to be compensated.

Rates of Pay

- For hourly workers, they must receive their regular rate of pay—which must be at least minimum wage—for each hour worked and for the entire hour without any reduction for rest breaks taken, including any preventative and mandatory cool down periods taken during that hour. This is consistent with the requirements for rest break pay for hourly workers under [WAC 296-126-092](#) and [WAC 296-131-020](#).
- For agricultural piece rate workers in agriculture, they must receive separate pay at the regular rate of pay or minimum wage for any cool down break, whichever is higher. This is consistent with the requirement for rest break pay under [WAC 296-131-020](#).
- For non-agricultural piece rate workers, they must receive separate pay at the regular rate of pay or minimum wage for any cool down break, whichever is higher. WAC 296-126-021 allows the employer to use workweek averaging to ensure that non-agricultural piece-rate workers receive at least minimum wage for their rest breaks required under [WAC 296-126-092](#), rather than requiring a separate payment for breaks, but Outdoor Heat Exposure rules expressly requires the employers pay this time so the time must be paid separately at regular rate of pay or minimum wage, whichever is greater.

Appendix A – Continued

- For salaried workers in any industry who are not exempt from overtime under the Minimum Wage Act as they do not meet the executive, administrative, and professional definitions under [chapter 296-128 WAC](#), they receive their agreed upon salary without any reduction for rest breaks taken, including any preventative and mandatory cool down periods taken during the week.
- For salaried workers in any industry who are exempt from overtime under the Minimum Wage Act due to meeting the executive, administrative, and professional definitions under [chapter 296-128 WAC](#), no separate pay from their salary is required. Consistent with the requirements for the salary basis requirement under the executive, administrative, and professional exemptions, their salary may not be reduced for any preventative and mandatory cool down periods taken during that week.

Calculating Regular Rate of Pay for Piece Rate Workers

For agricultural and non-agricultural piece rate workers, the “regular rate of pay” is calculated by dividing:

- Their total weekly earnings, by
- Their total active hours of work, excluding rest breaks, preventative rest periods, and mandatory rest periods.
- This calculation must include any non-discretionary bonuses, including those paid after harvest in agriculture, which are retroactively calculated.

See [L&I Employment Standards Administrative Policy ES.C.6.2, Agricultural Labor Standards — Meal Periods, Rest Periods, and Rates of Pay](#) for more information on how to calculate regular rate of pay.

Note: As discussed in above in Section F.2.c, employees do not to be relived of all work duties during the mandatory cool-down periods, however the worker needs to be in a cool area doing little to no physical activity so the body can cool and rest. For piece-rate workers, mandatory preventative break time is to be excluded from the total active hours even allowable work with little to no physical activity is performed.

Meal periods required to be compensated

Meal periods are required under [WAC 296-126-092](#) for all non-agricultural workers. Employees must be allowed a meal period when they work more than five hours in a shift. A meal period must be at least 30 minutes long and start between the second and fifth hour of the shift. Depending on the length of the shift and the timing of the meal period provided, employees may also be entitled to additional meal periods. See [WAC 296-126-092\(2\) and \(3\)](#). Employees must be paid for meal breaks if:

- They are required to remain on duty.
- The employer requires them to remain on-call on the premises or work site in the interest of the employer, even if they are not called back to duty.
- They are called back to work, interrupting the meal period.

Appendix A – Continued

Employees who are required to work or remain on duty during a meal break are still entitled to 30 total minutes of mealtime, excluding interruptions. The entire meal period must be paid regardless of the number of interruptions. For more information, see [L&I Employment Standards Administrative Policy ES.C.6.1, Meal and Rest Periods for Nonagricultural Workers Age 18 and Over](#).

Meal periods are required under [WAC 296-131-020](#) for agricultural workers. Agricultural workers must receive a meal period of at least 30 minutes for every 5 hours worked. If they work more than 11 hours in a day, then they must receive an additional meal period of at least 30 minutes. Meal periods are unpaid as long as the workers are fully relieved of duties during the entirety of their meal periods. The employer must ensure workers receive their meal period. Agricultural workers must be paid for meal breaks if the meal period is interrupted and they are called back to work. Agricultural workers who are required to work or remain on duty during a meal break are still entitled to 30 total minutes of mealtime, excluding interruptions. The entire meal period must be paid regardless of the number of interruptions. For more information, see [L&I Employment Standards Administrative Policy ES.C.6.2, Agricultural Labor Standards — Meal Periods, Rest Periods, and Rates of Pay](#).

Abatement for violations for unpaid or incorrectly paid preventative or mandatory cool-down rest periods

Any violations for unpaid or incorrectly paid preventative or mandatory cool-down rest periods, abatement must include employer payment of the correct wages to the affected workers with payment at the next pay period. For each affected employees, CSHOs must request copies of the itemized pay statements or paystubs required under WAC 296-126-040 (non-agricultural employees) or RCW 49.30.020 (agriculture employees) as documentation of abatement.