

# Isolated Worker Employer Consultation



Employers in the janitorial, hospitality, retail, and security industries must take several required precautions if they employ any isolated workers as defined by RCW 49.60.515 ([app.leg.wa.gov/RCW/default.aspx?cite=49.60.515](http://app.leg.wa.gov/RCW/default.aspx?cite=49.60.515)). Employers are encouraged to request a voluntary consultation with the Washington State Department of Labor & Industries (L&I) to increase their understanding of the law.

## Purpose of a consultation

An isolated worker consultation will provide an educational opportunity and an informed assessment of possible risks specific to you as an employer, as well as propose resolutions to assist with future compliance with the law. You can request a comprehensive review of your employment policies and practices to assess potential risks, or you can request information about a specific concern.

## Consultation benefits

- No penalties will be issued if potential violations are identified during the consultation as long as there is not an open investigation or inspection related to isolated worker protections.
- You will receive guidance and recommendations to comply with isolated worker requirements.
- You will learn how to add clarity and transparency to your policies and practices regarding isolated worker protections.

You can reduce potential risks of non-compliance or employees filing safety and health complaints

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## What L&I will do during a consultation

- Review your employee policies
- Identify potential risks
- Explain isolated worker requirements and protections

If potential risks or violations are found, possible resolutions for you to consider may include training employees, their managers, and supervisors, as well as revising employer policies and practices. Isolated worker consultations are educational and do not replace legal advice from an attorney. Guidance provided in an isolated worker consultation is based on information presented by the employer, and does not guarantee a business will not be found in violation of the law if circumstances change or additional facts are presented in an investigation or an inspection.

## Request a consultation

To request a consultation that gives a general overview of isolated worker requirements or about one specific requirement, or for more information, call 360-902-5316 or send an email to [IsolatedWorkers@Lni.wa.gov](mailto:IsolatedWorkers@Lni.wa.gov).

## Other resources

- L&I isolated worker web page: [Lni.wa.gov/IsolatedWorkers](http://Lni.wa.gov/IsolatedWorkers)
- U.S. Equal Employment Opportunity Commission: [EEOC.gov](http://EEOC.gov)
- Washington State Human Rights Commission: [Hum.wa.gov](http://Hum.wa.gov)

