

Regulatory Required Employee Training for UW Laboratory Workers

SUBJECT / (CAS) / [Other titles]	TRAINING FOR	REQUIRED BY	FREQUENCY	WRITTEN PLAN	TRAINING/ BY	TRAINING CLASSES	COMMENTS
Accident Prevention / [Accident Prevention Program]	All new employees	WAC 296-800-140; UW APS 10.3	Initial Assignment / when procedures change	Department Health and Safety Plan	UW Human Resources and Employing Dept. Supervisors/Principal Investigators.	New Employee Orientation - UW Human Resources, New Employee Safety Orientation - Employing Department	
Asbestos	All UW employees	WAC 296-62-07722	Upon Hiring / Annual Retraining		EH&S	EH&S Online General Asbestos Awareness Or classroom EH&S Asbestos General Awareness	
Benzene	All employees if Benzene is in the workplace	WAC 296-849	Initial assignment / Annual depending on exposure	Job Hazard Analysis, Exposure records	Employing Dept. Supervisors/Principal Investigators		
Biosafety	All employees working in an Animal or Biological Safety Level 2 laboratory	CDC/NIH BMBL; NIH recDNA guidelines; UW Biosafety Manual	Initial assignment and when procedures change	UW Laboratory Safety Manual, UW Biosafety Manual	EH&S / Principal Investigator	EH&S Animal Biological Safety Level/Biological Safety Level-2	
Biosafety	All employees working in an Animal or Biological Safety Level 3 laboratory	CDC/NIH BMBL; NIH recDNA guidelines; UW Biosafety Manual	Initial assignment and when procedures change	Lab Specific Biosafety Manual	EH&S / Principal Investigator	EH&S Animal Biological Safety Level/Biological Safety Level-3	
Bloodborne Pathogen Exposure Control (clinical)	Clinical staff with anticipated exposure to human blood and other potentially infectious materials.	WAC 296-823	Initial Assignment /Annual Renewal	Job Hazard Analysis	UWMC and HMC		
Bloodborne Pathogen Exposure Control (research settings)	Employees in research settings with anticipated exposure to human blood and/or other potentially infectious materials.	WAC 296-823	Initial assignment / Annual Renewal	UW Biosafety Manual, Laboratory Exposure Control Plan	EH&S or Employing Dept. with approval by EH&S	EH&S Bloodborne Pathogen Exposure Control for Researchers (Initial and Renewal); Laboratory specific training by Supervisor/PI	
Chemicals--See "Hazardous Chemicals in the Laboratory"							
Emergency & Fire Prevention [Emergency evacuation; Fire prevention; Fire Safety and Evacuation Plans; High-Rise emergency operations plans]	All new employees	WAC 296-24-567/ Seattle Fire Code Section 4/ UofW APS 16.1	Initial Assignment / When procedures or worksite changes	Department Emergency Evacuation and Operations Plan (EEOP); Departmental Fire Prevention Plan (for workplace fire hazards where required such as cutting welding, roofing, open flames, etc)	Employing Dept. Supervisors/Principal Investigators		
Emergency & Fire Prevention [Emergency evacuation; Fire prevention]	All employees who are Evacuation Wardens, Evacuation Directors, and/or Building Coordinators	WAC 296-24-567/ Seattle Fire Code Section 4/ UofW APS 16.1	Initial Assignment / When procedures or worksite changes	Written EEOP Plan	Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Evacuation Warden/Building Evacuation Training	
Emergency Response	All new employees that may be exposed to an uncontrolled release of a hazardous substance	WAC 296-824	Initial Assignment / Annual Refresher	Emergency Response Plan	Employing Dept. Supervisors/Principal Investigators		
Fall Protection	All employees who work in an area with a fall hazard of 10 feet or more.	WAC 296-155-245	Initial training prior to fall hazard exposure / Retraining when equipment or job changes, or work practices indicate need	Fall Protection Work Plan (Form) (Worksite specific)	EH&S	EH&S Fall Protection and Ladder Safety	
Fire Extinguisher	All employees expected to use fire extinguishers	WAC 296-800-300	Initial Assignment / annual retraining		EH&S	EH&S Fire Extinguisher Training	
Fire Hazard - High Rise	Operations staff in high rise buildings	Seattle Fire Code-Article 93	Initial Assignment		Seattle Fire Dept. and EH&S	EH&S Evacuation Warden/Building Evacuation Training;	
First Aid & CPR	Supervisors, field employees	WAC 296-800-150; 296-155-120	Every two years		EH&S	EH&S First Aid and CPR Certification	

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Fume Hood Use	Employees using fume hoods and other apparatus resembling fume hoods	Draft UW Laboratory Safety Manual	Prior to use		EH&S	EH&S Online Fume Hood Training	
Hazardous Chemicals in the Laboratory	Employees exposed to Hazardous chemicals in the laboratory and responsible supervisors.	WAC 296-828; UW Laboratory Safety Manual	Initial assignment / changes in chemicals or process	Chemical Hygiene Plan; Standard Operating Procedures (SOPs); UW Laboratory Safety Manual;	Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Managing Laboratory Chemicals; EH&S Online Hazardous Waste Management Training; EH&S Laboratory Safety Standards Compliance (for Principal Investigators (PIs) and supervisors); Online Fume Hood Training [not required]	
Hazardous Materials Shipping / Transportation	All employees who package, label, manifest, or transport hazardous materials including biohazardous materials	USDOT; IATA	Initial Assignment/ Refresher every 2 years		EH&S	EH&S Shipping and Transporting Hazardous Materials; Online Shipping Biological Substance Category B; Online Shipping Dry Ice with non-dangerous goods or Exempt Patient Specimens	
Hazardous Materials Spills	Employees working with hazardous materials	WISHA; Seattle Fire Codes; Ecology Emergency Preparedness; WAC 173-303; 296-824; UW APS 11.4	Initial Assignment/ new procedures or materials	UW Laboratory Safety Manual, Chemical Hygiene Plan	Employing Dept. Supervisors/Principal Investigators, and EH&S		
Hazardous Waste (laboratory setting)	Laboratory employees working with hazardous materials (chemical or mechanical)	WAC 173-303	Initial assignment / new products or procedures	UW Laboratory Safety Manual, Chemical Hygiene Plan	Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Managing Hazardous Chemicals in the Workplace; EH&S Online Hazardous Waste Management	
Hearing Protection	All employees exposed to or above the action level	WAC 296-817	Initial assignment to a position with noise exposure; At least annual refresher	Job Hazard Analysis, Medical Monitoring	Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Hearing Protection	
Heat Stress--Indoors	Employees operating high output heat sources (kilns, boilers, etc.)	UW Policy ???			Employing Dept. Supervisors/Principal Investigators, and EH&S		See Outdoor Heat Exposure
Job Hazard Analysis	Supervisors and others requiring workers use PPE in general areas (shops and non-laboratories)	WAC 296-800-160	?????	Job Hazard Analysis	EH&S	Upon client request	
Ladders, Portable and Fixed	All employees using ladders	WAC 296-876	Initial Assignment / retraining as needed		Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Fall Protection and Ladder Safety	
Lasers	Employees who may be exposed to laser radiation	WAC 296-62-09005(4)(f)	Initial Assignment		Employing Dept. Supervisors/Principal Investigators, and EH&S		
Lifting safety	All employees who lift, carry, push or pull more than 20 lbs as a normal activity for their job	WAC 296-126-096	Initial Assignment		Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Back Protection Program	
Lockout/Tagout	All employees	WAC 296-803; UW APS 12.6	Initial Assignment	Dept. Health and Safety Plan	Employing Dept. Supervisors/Principal Investigators.	Dept. New Employee Safety Orientation	
Lockout/Tagout	All employees working on electrically or mechanically energized equipment	WAC 296-803; UW APS 12.6	Initial Assignment / Retrain if new machinery is used, job changes, unsafe work habits	Lockout / Tagout Energy Control Program	Employing Dept. Supervisors/Principal Investigators, and EH&S	EH&S Lockout/Tagout	
MyChem	Employees entering data into the MyChem system	Seattle Fire Department; EPA; DHHS; Best Practices	When assigned the duty		EH&S	MyChem Training	

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Non Ionizing Radiation	Employees who operate lasers or UV, RF, EM (electromagnetic) emitting equipment. As well as for employees who have a suspected occupational exposure to non-ionizing radiation.	WAC 296-62-09005; 296-155-155; ANSI Z136.1 (2007); ACGIH TLVs	Initial assignment	Non-Ionizing Radiation Safety Program; SOP (Standard Operating Procedure)	Employing Dept. Supervisors/Principal Investigators, and EH&S Radiation Safety Office (at their discretion)	Dept New Employee Safety Orientation; EH&S Radiation Safety Office (at their discretion or upon request: laser, UV, radio frequency, microwave, magnetic, EMF)	Health standards have been established for ultraviolet, radio frequency/microwave, and laser radiations which shall be used to promote a healthful working environment.
Non-Human Primate Area Hazard Awareness	All employees working in Non-Human Primate areas	CDC/NIH BMBL; CRF 1984b,c title 29 Part 1910	Initial assignment and when procedures change	Site Specific Safety Manual	Washington National Primate Research Center (WaNPRC)	WaNPRC - Working in Non-Human Primate Areas	
Personal Protective Equipment (PPE) (laboratory setting)	Laboratory employees wear lab coat, safety glasses, and gloves; Additional protective equipment may be required if the employer's hazard assessment has identified the presence of a hazard that cannot be eliminated through engineering controls	WAC 296-800-160	Initial Assignment/ when equipment or job changes / if individual does not use PPE properly	UW Laboratory Safety Manual; laboratory specific Chemical Hygiene Plan	Employing Dept. Supervisors/Principal Investigators, and EH&S	Dept New Employee Safety Orientation; EH&S Personal Protective Equipment Training	
Process Safety Management	Employees operating a process using hazardous chemicals at or above the quantity level listed in WAC 296-67-285 (http://www.lni.wa.gov/wisha/rules/hazardouschemicals/PDFs/Chemchart.pdf)	WAC 296-67	Initial Assignment / Refresher at least every 3 years and more often if necessary	Job Hazard Analysis; Process Safety Management Plan	Employing Dept. Supervisors/Principal Investigators.	Dept New Employee Safety Orientation	Table http://www.lni.wa.gov/wisha/rules/hazardouschemicals/PDFs/Chemchart.pdf
Radiation Safety (Ionizing radiation)	All affected research and hospital employees and maintenance workers working in or frequenting a radiation area	WA Department of Health; UW Radiation Safety Manual; WAC 296-62-09004(10)	Initial Assignment	UW Radiation Safety Manual; SOP	EH&S Radiation Safety Office and Employing Dept. Supervisors/Principal Investigators.	EH&S Radiation Safety Training	
Respirators	Employees required to wear respirators for protection from toxic chemicals or dust in the air or oxygen deficiency. Voluntary use only allowed for disposable filtering-facepiece respirators (such as N95) where no documented hazard exists to the employee.	WAC 296-842	Prior to first use / Within 12 months or more frequent retraining if respirator use changes or employee is not using properly	UW Respiratory Protection Compliance Guidance Document	EH&S	EH&S Respirator Training (Classroom training is not required if respirator use is voluntary.)	
Select Agents	All personnel that require access to select agents	42 CFR Parts 72 and 73	Initial assignment/ Annual review	Biosecurity Plan	EH&S	EH&S Biosecurity and Biosafety Training	
Supervisor Safety Training	All those who supervise UW employees	Best Practices			EH&S		
Thiram [tetramethylthiuram disulfide]	Worker should not be allowed to work more than five days in any seven day period with or around the application of thiram or thiram treated seedlings	WAC 296-62-07519(3)(f)	Initial Assignment / Annual review	Job Hazard Analysis	Employing Dept. Supervisors/Principal Investigators.		
Worksite Specific Training	Employees using materials-handling equipment, machine tools, toxic materials, utility systems, or performing other potentially hazardous tasks	WAC 296-800-14020	Initial assignment; Additional training as required	UW Departmental Health and Safety Plan; Chemical Hygiene Plan with Specific Operating Procedures, Job Hazard Analysis	Employing Department; Contractors		Similar to "Accident Prevention" but emphasizing that Worksite Specific regulations may apply. (e.g. police requirements/regulations apply to UWPD, etc.)