

**Chapter Comm 35**  
**INFECTIOUS AGENTS**

Comm 35.001 Purpose.  
Comm 35.01 Definitions.

Comm 35.02 Infectious agents.

**Note:** Chapter ILHR 35 was renumbered Chapter Comm 35 under s. 13.93 (2m)(b) 1., Stats., and corrections made under s. 13.93 (2m)(b) 6. and 7., Stats., Register, March, 1999, No. 519.

**Comm 35.001 Purpose.** The purpose of this chapter is to identify, by administrative rules, those infectious agents relevant to the Employes' Right to Know Law, ss. 101.58 to 101.599, Stats.

**History:** Cr. Register, September, 1983, No. 333, eff. 10-1-83.

**Comm 35.01 Definitions.** In this chapter:

- (1) "Department" means the department of commerce.
- (2) "Infectious agents" has the meaning set forth in s. 101.58 (2) (f), Stats.

**Note:** The statutory definition for infectious agents reads: "Infectious agent" means a bacterial, mycoplasmal, fungal, parasitic or viral agent identified by the department by rule as causing illness in humans or human fetuses or both, which is introduced by an employer to be used, studied or produced in the workplace. "Infectious agent" does not include such an agent in or on the body of a person who is present in the workplace for diagnosis or treatment.

**History:** Cr. Register, September, 1983, No. 333, eff. 10-1-83.

**Comm 35.02 Infectious agents.** Pursuant to ss. 101.58 (2) (f) and 101.598 (1), Stats., the bacterial, mycoplasmal, fungal, parasitic and viral agents and arboviruses specified in Tables 35.02-1, 35.02-2, 35.02-3, 35.02-4, 35.02-5, respectively, are designated as infectious agents.

**TABLE 35.02-1**

BACTERIAL AND MYCOPLASMAL AGENTS
Bacillus anthracis
Brucella abortus <sup>a</sup>
Brucella canis
Brucella melitensis <sup>a</sup>
Brucella suis <sup>a</sup>
Campylobacter fetus subspecies jejuni
Chlamydia psittaci <sup>a</sup>
Chlamydia trachomatis
Clostridium botulinum
Clostridium tetani
Corynebacterim diphtheriae
Francisella tularensis
Legionella pneumophila
Legionella-like organisms
Leptospira interrogans—all serovars <sup>a</sup>
Mycobacterium africanum
Mycobacterium asiaticum

Mycobacterium avium complex
Mycobacterium bovis <sup>a</sup>
Mycobacterium bovisa
Mycobacterium chelonae
Mycobacterium fortuitum
Mycobacterium kansasii
Mycobacterium leprae <sup>a</sup>
Mycobacterium malmoense
Mycobacterium marinum
Mycobacterium scrofulaceum
Mycobacterium simiae
Mycobacterium szulgai
Mycobacterium tuberculosis <sup>a</sup>
Mycobacterium ulcerans
Mycobacterium xenopi
Neisseria gonorrhoeae
Neisseria meningitidis
Salmonella enteritidis (all serotypes)
Salmonella typhi
Shigella spp. <sup>a</sup>
Treponema pallidum
Vibrio cholerae
Vibrio parahaemolyticus
Yersinia pestis

<sup>a</sup>Agents of high virulence or contagion requiring special handling procedures.

**TABLE 35.02-2**

FUNGAL AGENTS
Blastomyces dermatitidis <sup>a</sup>
Coccidioides immitis <sup>a</sup>
Cryptococcus neoformans
Epidermophyton spp.
Histoplasma capsulatum <sup>a</sup>

Microsporium spp.  
Sporothrix schenkii  
Trichophyton spp.  
Trichophyton spp.

<sup>a</sup>Agents of high virulence or contagion requiring special handling procedures

TABLE 35.02-3

PARASITIC AGENTS

Ancylostoma spp. — hookworm  
Ascaris spp.  
Coccidia spp.  
Cysticercus cellulosae  
Echinococcus granulosus  
Entamoeba spp.  
Enterobius spp.  
Fasciola spp.  
Giardia spp.  
Hymenolepis nana  
Leishmania spp.  
Necator spp. — hookworm  
Naegleria fowleri  
Plasmodium spp.  
Sarcocystis spp.  
Schistosoma spp.  
Strongyloides spp.  
Taenia solium  
Toxoplasma spp.<sup>b</sup>  
Trypanosoma spp.

<sup>b</sup>Special risk for pregnant females.

TABLE 35.02-4

VIRAL AND RICKETTSIAL AGENTS

Hepatitis Viruses; A, B, NonA–NonB<sup>a</sup>  
Herpesvirus group  
Herpesvirus hominis  
Cytomegalovirus<sup>b</sup>  
Epstein–Barr virus  
Herpesvirus simiae<sup>a</sup>

Varicella virus  
Human immunodeficiency viruses<sup>c</sup>  
Influenza viruses  
Poliovirus  
Poxviruses  
Cowpox virus  
Molluscum contagiosum virus  
Monkeypox virus  
Orf virus  
Paravaccinia virus  
Tanapox virus  
Vaccinia virus  
Variola major virus<sup>a</sup>  
Variola minor virus<sup>a</sup>  
Whitepox virus  
Yaboapox virus  
Rabies Virus<sup>a</sup>  
Rubella virus<sup>b</sup>  
Spongiform Encephalopathy Viruses  
Creutzfeld–Jacob agent  
Kuru agent  
Rickettsial Agents  
Coxiella burnetii  
Rickettsia akari  
Rickettsia canada  
Rickettsia conori  
Rickettsia montana  
Rickettsia mooseri  
Rickettsia prowazeki<sup>a</sup>  
Rickettsia rickettsii<sup>a</sup>  
Rickettsia sennetsu  
Rickettsia tsutsugamushi  
Rochalimae quintana  
Rochalimae vinsonii

Vesicular Stomatitis Virus

<sup>a</sup>Agents of high virulence or contagion requiring special handling procedures.

<sup>b</sup>Special risk for pregnant females.

<sup>c</sup>Includes the virus HTLV–III, the virus which causes AIDS, Acquired Immuno–Deficiency Syndrome.

TABLE 35.02-5

## ARBOVIRUSES

Absettarov	Botambi	Frijoles	Kannamangalam
Abu Hammad	Boteke	Gamboia	Kao Shuan
Acado	Bouboui	Gan Gan	Karimabad
Acara	Bovine Ephemeral Fever	Garba	Karshi
African Horsesickness	Bujaru	Germiston	Kasba
African Swine Fever	Bunyamwera	Getah	Kemerovo
Aguacate	Burg el Arab	Gomoka	Kern Canyon
Aino	Bushbush	Gordil	Ketapang
Akabane	Bussuquara	Gossas	Keterah
Alenquer	Buttonwillow	Grand Arbaud	Keuraliba
Alfuy	Bwamba	Gray Lodge	Keystone
Almpiwar	Cabassou	Great Island	Khasan
Amapari	Cacao	Guajara	Klamath
Ananindeua	Cache Valley	Guama	Kokobera
Anhanga	Caimito	Guaratuba	Kolongo
Anhembi	California Encephalitis <sup>c</sup>	Guaroa	Koongol
Anopheles A	Calovo	Gumbo Limbo	Korean Hemorrhagic Fever
Anopheles B	Candiru	Hanzalova	Koutango
Apeu	Cape Wrath	Hart Park	Kowanyama
Apoi	Capim	Hazara	Kumlinge
Araguari	Caraparu	Huacho	Kunjin
Aride	Catu	Hughes	Kununurra
Arkonam	Chaco	Hypr	Kwatta
Aruac	Chagres	Ibaraki	Kyasanur Forest Disease
Arumowot	Chandipura	Icoaraci	Kyzylgach
Aura	Changuinola	Ieri	La Crosse
Avalon	Charleville	Ilesha	Lagos Bat
Bagaza	Chenuda	Ilheus	LaJoya
Bahig	Chikungunya	Ingwavuma	Landjia
Bakau	Chilibre	Inhangapi	Langat
Baku	Chim	Inini	Lanjan
Bandia	Chobar Gorge	Inkoo	Lassa
Bangoran	Clo-Mor	Ippy	Latino
Bangui	Cocal	Irituia	Lebombo
Banui	Colorado Tick Fever <sup>c</sup>	Isfahan	Le Dantec
Banzi	Congo-Crimean	Israel-Turkey Meningitis	Lipovnik
Barmah Forest	Hemorrhagic Fever	Issyk-Kul	Llano Seco
Batai	Corriparta	Itaituba	Lokern
Batama	Cotia	Itaporanga	Lone Star
Batken	D'Aguilar	Itaqui	Louping Ill
Bauline	Dakar Bat	Jamestown Canyon <sup>c</sup>	Lukuni
Bebaru	Dengue-2	Japanese Encephalitis	Machupo
Belem	Dengue-3	Japnaut	Madrid
Belmont	Dengue-4	Jerry Slough	Maguari
Benevides	Dera Ghazi Khan	Johnston Atoll	Mahogany Hammock
Benfica	Dhori	Joinjakaka	Main Drain
Bertioga	Dugbe	Juan Diaz	Malakal
Bhanja	Ebola	Jugra	Manawa
Bimbo	Edge Hill	Junin	Manzanilla
Bimiti	Entebbe Bat	Jurona	Mapputta
Birao	Ep. Hem. Dis.	Jutiapa	Maprik
Bluetongue-Indigenous	Eubenangee	Kadam	Marburg
Bluetongue-Exotic	Everglades	Kaeng Khoi	Marco
Bobaya	Eyach	Kaikalur	Marituba
Bobia	Flanders	Kairi	Matariya
Bocas	Fort Morgan	Kaisodi	Matruh
Boraceia		Kamese	Matucare
		Kammavanpettai	Mayaro

TABLE 35.02-5 (continued)

## ARBOVIRUSES

Melao		Sathuperi	Tribec
Mermet	Paroo River	Saumarez Reef	Trinita
Middleburg	Pata	Sawgrass	Trivittatus <sup>c</sup>
Minatitlan	Pathum Thani	Sebokele	Trubanaman
Minnal	Patois	Seletar	Tsuruse
Mirim	Phnon-Penh Bat	Sembalam	Turlockyulenyi
Mitchell River	Pichinde	Semliki Forest	Uganda S
Modoc	Picola	Sepik	Umatilla
Moju	Piry	Serra Do Navio	Umbre
Mono Lake	Pixuna	Shamonda	Una
Montana Myotis Leukemia	Pongola	Shark River	Upolu
Moriche	Ponteves	Shuni Silverwater	Urucuri
Mosqueiro	Powassan	Simbu	Usutu
Mossuril	Pretoria	Simian Hem. Fev.	Utinga
Mount Elgon Bat	Puchong	Sindbis	Uukuniemi
M'Poko	Punta Salinas	Sixgun City	VEE (TC83)
Mucambo	Punta Toro	Slovakia	Vellore
Murray Valley Encephalitis	Qalyub	Snowshoe Hare	Venezuelan Equine Encep-
Murutucu	Quaranfil	Sokoluk	halitis
Nariva	Razdan	Soldado	Venkatapuram
Navarro	Restan	Sororoca	VS-Alagoas
Ndumu	Rift Valley Fever	Spondweni	Wad-Medani
Negishi	Rio Bravo	St. Louis Encephalitis	Wallal
Nepuyo	Rio Grande	Stratford	Wanowrie
New Minto	Puchong	Sunday Canyon	Warrego
Ngainingan	Qalyub	Tacaiuma	Wesselsbron
Nique	Quaranfil	Tacaribe	Western Equine Encephalitis
Nkolbisson	Razdan	Taggert	West Nile
Nodamura	Restan	Tahyna	Whataroa
Nola	Rift Valley Fever	Tamdy	Witwatersrand
Northway	Rio Bravo	Tamiami	Wongal
Ntaya	Rio Grande	Tanga	Wongorr
Nugget	Rochambeau	Tanjong Rabok	Wyeomyia
Nyamanini	Rocio	Tataguine	Yacaaba
Nyando	Ross River	Telok Forest	Yaquina Head
Okhotskiy	Royal Farm	Tembe	Yata
Okola	Russian Spring-Summer	Tembusu	Yellow Fever
Olifantsvlei	Encephalitis	Tensaw	Yellow Fever (17D)
Omsk Hemorrhagic Fever	Sabo Saboya	Termeil	Yogue
O'Nyong Nyong	Sagiyama	Tete	Zaliv Terpeniya
Oriboca	Sakhalin	Tettngang	Zegla
Oropouche	Sakpa	Thimiri	Zika
Orungo	Salanga	Thogoto	Zinga
Ossa	Salehabad	Thottapalayam Tilligerry	Zingilamo
Ouango	Sandfly F. (Naples)	Timbo	Zirqa
Oubangui	Sandfly F. (Sicilian)	Timboteua	
Pacora	Sandjimba	Tlacotalpan	
Pacui	Sango	Tonate	
PahayokeePalyam	Santa Rosa	Toure	
Paramushir			
Parana			

<sup>c</sup>Agents with a higher probability of possible contact within the state.

Note: All communicable diseases as designated by ch. HFS 145 are to be reported in accordance with the rules of ch. HFS 145.

History: Cr. Register, September, 1983, No. 333, eff. 10-1-83; am. table 35.02-4, Register, November, 1986, No. 371, eff. 12-1-86.

## Chapter Comm 35

### APPENDIX A

#### Excerpts From the Employees' Right to Know Law

ss. 101.58 to 101.599, Stats.

**101.58 (2) DEFINITIONS.** (c) "Employee" means any person whose services are currently or were formerly engaged by an employer or an agricultural employer, or any applicant at the time an employer or agricultural employer offers to engage his or her services.

(d) "Employee representative" means an individual or organization to whom an employee gives written authorization to exercise his or her rights to request information under s. 101.583, 101.585 or 101.586, a parent of a minor employee or a recognized or certified collective bargaining agent.

(e) "Employer" means any person, except an agricultural employer, with control or custody of any employment or workplace who engages the services of any employee. "Employer" includes the state and its political subdivisions. If any employee is present at the workplace of an employer under an agreement between that employer and another employer or agricultural employer, "employer" means the employer with control or custody of a toxic substance or infectious agent. An employer who engages some employees to perform agricultural labor and other employees for other purposes is only considered an employer with respect to the employees engaged for other purposes.

(f) "Infectious agent" means a bacterial, mycoplasmal, fungal, parasitic or viral agent identified by the department by rule as causing illness in humans or human fetuses or both, which is introduced by an employer to be used, studied or produced in the workplace. "Infectious agent" does not include such an agent in or on the body of a person who is present in the workplace for diagnosis or treatment.

(h) "Overexposure" means any chronic or acute exposure to a toxic substance or infectious agent which results in illness or injury.

(k) "Workplace" means any location where an employee performs a work-related duty in the course of his or her employment, except a personal residence.

**101.581 Notice requirements. (1) EMPLOYER.** An employer who uses, studies or produces a toxic substance, infectious agent or pesticide shall post in every workplace at the location where notices to employees are usually posted a sign which informs employees that the employer is required, upon request, to provide an employee or employee representative with all of the following:

(a) The identity of any toxic substance or infectious agent which an employee works with or is likely to be exposed to.

(b) A description of any hazardous effect of the toxic substance or infectious agent.

(c) Information regarding precautions to be taken when handling the toxic substance or infectious agent.

(d) Information regarding procedures for emergency treatment in the event of overexposure to the toxic substance or infectious agent.

(e) Access to the information contained on the label of any pesticide with which the employee works or to which the employee is likely to be exposed.

**101.585 Infectious agent information requirements. (1)** Except as provided in s. 101.589 (1) and (3), within 72 hours after a written request by an employee or employee representative, exclusive of weekends and legal holidays, an employer shall provide in writing to the employee or employee representative the following information regarding any infectious agent which the employee works with or is likely to be exposed to if the infectious agent is present in the workplace when the request is made or at any time during the 30 days immediately preceding the request:

(a) The name and any commonly used synonym of the infectious agent.

(b) Any method or route of transmission of the infectious agent.

(c) Any symptom or effect of infection, emergency and first aid procedures and a telephone number to be called in an emergency.

(d) Any personal protective equipment to be worn or used and special precautions to be taken when handling or coming into contact with the infectious agent.

(e) Procedures for handling, cleanup and disposal of infectious agents leaked or spilled.

**(2)** An employer is not required to provide information regarding an infectious agent under sub. (1) if the employee or employee representative making the request has requested information about the infectious agent under sub. (1) within the preceding 12 months, unless the employee's job assignment has changed or there is new information available concerning any of the subjects about which information is required to be provided.

**101.589 Extended time periods; exceptions. (1)** If an employer has not obtained the information required to be provided under ss. 101.583 (2) (a) and 101.585 (1) at the time

of a request made under s. 101.583 (2) (a) or 101.585 (1), the employer shall provide the information within 30 days after the request, exclusive of weekends and legal holidays.

(2) If a toxic substance was present in the workplace at any time on or after December 1, 1982, but is not present in the workplace when a request is made under s. 101.583 (2) (a), the employer shall provide the information within 30 days after the request, exclusive of weekends and legal holidays.

(3) An employer who has requested from the manufacturer or supplier of a toxic substance or from the supplier of an infectious agent any information required to be provided under s. 101.583 (2) (a) or 101.585 (1), but who has not received and does not already have that information, is not required to provide the information but shall notify any requesting employe or employe representative that the employer has requested, has not received and does not otherwise have the information.

#### 101.59 Manufacturer, supplier; requirements.

Within 15 days, exclusive of weekends and legal holidays, after receipt of a request from an employer, any manufacturer or supplier of a toxic substance transported or sold for use in this state, or any supplier of an infectious agent transported or sold for use in this state, shall provide to that employer the information the employer is required to provide employes under s. 101.583 (2) (a) or 101.585 (1).

**101.592 Confidential information.** (1) A manufacturer or supplier of a toxic substance, a supplier of an infectious agent or an employer may declare that information required to be provided under s. 101.583, 101.585, 101.59 or 101.597, except information described in ss. 101.583 (2) (a) 7. to 11., 101.585 (1) (b) to (e) and 101.597 (5) (a) 2. to 7. and (b) 2. and 3., relates to a process or production technique which is unique to, or is information the disclosure of which would adversely affect the competitive position of, the manufacturer, supplier or employer. If an employer, employe or employe representative requests information under s. 101.583, 101.585 or 101.59 that is confidential, the manufacturer, supplier or employer shall inform the requester that part of the requested information is confidential, but shall provide any part of the requested information that is not confidential or that, under this subsection, may not be declared confidential. When a manufacturer, supplier or employer declares information confidential, it shall notify the department and shall state the general use of the toxic substance or infectious agent and the items of information which it did and did not provide to the requester.

(2) Notwithstanding sub. (1), a manufacturer, supplier or employer shall provide the information specified in s. 101.583 (2) (a) 1. and 2. or 101.585 (1) (a) upon a request from an employe's authorized physician stating that the information is necessary for medical treatment of the employe. No physician receiving information under this subsection may disclose it to any person without the written consent of the patient and of the manufacturer, supplier or employer.

**101.595 Employe rights.** (1) Not to work with toxic substance, infectious agent or pesticide. Except as provided in ss. 101.589 (3) and 101.592, if an employe has requested information about a toxic substance, infectious agent or pesticide under s. 101.583, 101.585 or 101.586 and has not received the information required to be provided under s. 101.583, 101.585, 101.586 or 101.589 (1) or (2), the employe may refuse to work

with or be exposed to the toxic substance, infectious agent or pesticide until such time as the employer or agricultural employer supplies the information under s. 101.583, 101.585 or 101.586 to the employe who has made the request.

(2) **RETALIATION PROHIBITED** (a) No employer or agricultural employer may discharge or otherwise discipline or discriminate against any employe because the employe has exercised any rights under ss. 101.58 to 101.599.

(b) Section 111.322 (2m) applies to discharge and other discriminatory acts arising in connection with any proceeding under ss. 101.58 to 101.599.

(3) **WAIVER PROHIBITED** No person may request or require any employe to waive any rights under ss. 101.58 to 101.599.

**101.597 Education and training programs.** (1) **BY EMPLOYER; TOXIC SUBSTANCE, INFECTIOUS AGENT OR PESTICIDE** Except as provided in sub. (5) (b), prior to an employe's initial assignment to a workplace where the employe may be routinely exposed to any toxic substance, infectious agent or pesticide, an employer shall provide the employe with an education or training program under sub. (5) (a) or (c). The employer shall provide additional instruction whenever the employe may be routinely exposed to any additional toxic substance or infectious agent.

(2) **BY AGRICULTURAL EMPLOYER; PESTICIDE** Prior to an agricultural employe's initial assignment to a workplace where the employe may be routinely exposed to a pesticide, an agricultural employer shall provide the employe with an education or training program under sub. (5) (c). The agricultural employer shall provide additional instruction whenever the employe may be routinely exposed to any additional pesticide.

(3) **BY DEPARTMENT** The department shall inform manufacturers, suppliers, employers, agricultural employers and employes of their duties and rights under ss. 101.58 to 101.599. As part of this program, the department shall cooperate with the department of revenue to notify any employer commencing operations on or after May 8, 1982, of that employer's duties and rights.

(4) **DEFINITION.** In this section, "routinely exposed to any toxic substance" means exposure of at least 30 days per year at exposure levels exceeding 50% of the permissible exposure level established by the federal occupational safety and health administration, or any exposure exceeding 100% of the permissible exposure level, regardless of the exposure period.

(5) **PROGRAM CONTENTS.** (a) *Toxic substances and infectious agents.* For each toxic substance or infectious agent to which the employe may be routinely exposed, the education or training program shall include:

1. a. For a toxic substance, the trade name, generic or chemical name and any commonly used synonym for the toxic substance and the trade name, generic or chemical name and any commonly used synonym for its major components.

b. For an infectious agent, its name and any commonly used synonym.

2. The location of the toxic substance or infectious agent.

3. Any symptom of acute or chronic effect of overexposure to the toxic substance or infectious agent.

4. For a toxic substance, the potential for flammability, explosion and reactivity.

5. Proper conditions for safe use of and exposure to the toxic substance or infectious agent.

6. Special precautions to be taken and personal protective equipment to be worn or used, if any, when handling or coming into contact with the toxic substance or infectious agent.

7. Procedures for handling, cleanup and disposal of toxic substances or infectious agents leaked or spilled.

(b) Toxic substances and infectious agents; exception. In an area where employes usually work with a large number of toxic substances or infectious agents which are received in packages of one kilogram or less and no more than 10 kilograms of which are used or purchased per year, the employer may provide a general education or training program in lieu of the education or training program described in par. (a). The general training program shall be provided prior to an employe's initial assignment to the area and shall include:

1. The information specified in par. (a) 1. and 2.
2. The nature of the hazards posed by the toxic substances or infectious agents or both.
3. General precautions to be taken when handling or coming into contact with the toxic substances or infectious agents.

(c) *Pesticides*. For each pesticide to which the employe may be routinely exposed the education or training program shall include:

1. The trade name, generic or chemical name and any commonly used synonym for the pesticide and the trade name, generic or chemical name and any commonly used synonym for its major ingredients.
2. The location of the pesticide and the location where it is used.
3. Any symptom of acute or chronic effect of overexposure to the pesticide.
4. Proper conditions for safe use of and exposure to the pesticide.
5. Special precautions to be taken and personal protective equipment to be worn or used, if any, when handling or coming into contact with the pesticide.

6. Procedures for handling, cleanup and disposal of leaks or spills of the pesticide.

**101.598 Rules.** (1) The department shall, by rule, identify as an infectious agent any bacterial, mycoplasmal, fungal, parasitic or viral agent which causes illness in humans or human fetuses or both. The department shall consult with the department of health and family services in promulgating these rules.

(2) The department may, by rule, exempt employers from retaining a data sheet or maintaining a list, under s. 101.583 (1), regarding any mixture containing a toxic substance if the nature of the toxic substance or the quantity of toxic substance present in the mixture is such that the mixture is highly unlikely to pose an unreasonable acute or chronic health hazard to an employe who works with or is likely to be exposed to the mixture.

**101.599 Remedies; civil forfeitures.** (1) **COMPLAINT**  
An employe or employe representative who has not been afforded his or her rights by an employer or agricultural employer in violation of s. 101.583, 101.585, 101.586, 101.595 (1), (2) (a) or (3) or 101.597 (1) or (2) may, within 30 days after the violation occurs or the employe or employe representative first obtains knowledge of the violation, whichever is later, file a complaint with the department alleging the violation. The department shall investigate the complaint and shall attempt to resolve the complaint by conference, conciliation or persuasion. If the complaint is not resolved and the department finds probable cause to believe a violation has occurred, the department shall proceed with notice and a hearing on the complaint as provided in ch. 227. The hearing shall be held within 60 days after receipt by the department of the complaint.

(2) **REMEDIES**. The department shall issue its decision and order within 30 days after the hearing. If the department finds that an employer or agricultural employer has violated s. 101.583, 101.585, 101.586, 101.595 (1), (2) (a) or (3) or 101.597 (1) or (2), it may order the employer or agricultural employer to take such action as will remedy the effects of the violation, including instituting an education or training program, providing the requested information, reinstating an employe or providing back pay to an employe.

(3) **CIVIL FORFEITURE**. (a) Except as provided in par. (b), any person who violates ss. 101.58 to 101.599 or an order of the department issued under ss. 101.58 to 101.599 shall forfeit not more than \$1,000 for each violation.

(b) Any person who wilfully violates or exhibits a pattern of violation of ss. 101.58 to 101.599 or an order of the department issued under ss. 101.58 to 101.599 shall forfeit not more than \$10,000 for each violation.e than \$1,000 for each violation.