
HOUSE BILL 2614

State of Washington

63rd Legislature

2014 Regular Session

By Representatives Pike, Manweller, and Magendanz

Read first time 01/22/14. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to allowing employers to pay training wages to new
2 employees; amending RCW 49.12.110 and 49.46.060; and adding a new
3 section to chapter 49.46 RCW.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.46 RCW
6 to read as follows:

7 (1) The director shall establish procedures for the issuance of
8 special training certificates to employers authorizing employers to pay
9 training wages to new employees. The training wage shall be seventy-
10 five percent of the minimum wage required under RCW 49.46.020 or the
11 minimum wage rate required under federal law, whichever is greater.
12 The training period may last for a maximum of six hundred eighty hours.
13 Employers may only use the special training certificate under this
14 section once per employee.

15 (2) If an employer discharges an employee working under the special
16 training certificate prior to the completion of six hundred eighty
17 hours, the employer must notify the director and provide an explanation
18 for the discharge.

1 (3) Nothing in this section precludes an employer from also
2 applying for a special certificate under RCW 49.12.110 or 49.46.060 for
3 a particular employee.

4 **Sec. 2.** RCW 49.12.110 and 1994 c 164 s 19 are each amended to read
5 as follows:

6 For any occupation in which a minimum wage has been established,
7 the director may issue to an employer, a special certificate or permit
8 for an employee who is physically or mentally handicapped to such a
9 degree that he or she is unable to obtain employment in the competitive
10 labor market, or to a trainee or learner not otherwise subject to the
11 jurisdiction of the apprenticeship council, a special certificate or
12 permit authorizing the employment of such employee for a wage less than
13 the legal minimum wage; and the director shall fix the minimum wage for
14 said person, such special certificate or permit to be issued only in
15 such cases as the director may decide the same is applied for in good
16 faith and that such certificate or permit shall be in force for such
17 length of time as the director shall decide and determine is proper.
18 Nothing in this section precludes an employer from also applying for a
19 special certificate under section 1 of this act for a particular
20 employee.

21 **Sec. 3.** RCW 49.46.060 and 1959 c 294 s 6 are each amended to read
22 as follows:

23 The director, to the extent necessary in order to prevent
24 curtailment of opportunities for employment, shall by regulations
25 provide for (1) the employment of learners, of apprentices, and of
26 messengers employed primarily in delivering letters and messages, under
27 special certificates issued pursuant to regulations of the director, at
28 such wages lower than the minimum wage applicable under RCW 49.46.020
29 and subject to such limitations as to time, number, proportion, and
30 length of service as the director shall prescribe, and (2) the
31 employment of individuals whose earning capacity is impaired by age or
32 physical or mental deficiency or injury, under special certificates
33 issued by the director, at such wages lower than the minimum wage
34 applicable under RCW 49.46.020 and for such period as shall be fixed in
35 such certificates. Nothing in this section precludes an employer from

1 also applying for a special certificate under section 1 of this act for
2 a particular employee.

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