
SUBSTITUTE HOUSE BILL 1121

State of Washington

69th Legislature

2025 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives McClintock, Schmidt, Jacobsen, and Orcutt)

READ FIRST TIME 02/18/25.

1 AN ACT Relating to the restrictions on the working conditions and
2 hours of sixteen- and seventeen-year olds meeting certain criteria;
3 adding a new section to chapter 49.12 RCW; creating a new section;
4 and providing an effective date.

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

6 NEW SECTION. **Sec. 1.** (1) The legislature finds that the
7 department of labor and industries has adopted rules outlining the
8 number of hours sixteen- and seventeen-year olds may work during
9 school and nonschool weeks. These rules currently allow students
10 participating in a bona fide college program, such as running start,
11 to work the same number of hours for any employer(s) during the
12 school weeks as allowed during nonschool weeks; however, a student
13 participating in a career and technical education program is not
14 provided the same opportunity to work more hours, including for
15 employers who are approved by the career and technical education
16 program. Many students enrolled in career and technical education
17 programs are focused on gaining more on-the-job experience to help
18 propel them in their future careers, and want to spend more hours
19 working for an employer tied with their career and technical
20 education program. For example, a student may attend traditional high
21 school classes in the morning until lunch and then participate in

1 work-based learning at an approved employer jobsite for the remainder
2 of the school day with opportunity to work more than four hours per
3 day.

4 (2) Therefore, the legislature intends to direct the department
5 of labor and industries to revise the current rules outlining the
6 hours sixteen- and seventeen-year olds may work during school weeks,
7 so that students enrolled in a bona fide college program and a career
8 and technical education program are treated equitably and both are
9 allowed to work the same number of hours during school weeks as
10 permitted during nonschool weeks.

11 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.12
12 RCW to read as follows:

13 (1) The rules adopted under this chapter must allow a sixteen- or
14 seventeen-year old minor to work the same number of hours and days
15 during the school year as would be permitted during school vacations
16 or holidays if:

- 17 (a) The minor is enrolled in a bona fide college program; or
18 (b) The minor is enrolled in a career and technical education
19 program and the work is performed for an employer approved by the
20 program.

21 (2) For purposes of this section, "career and technical education
22 program" refers to a work-based learning program approved by the
23 office of the superintendent of public instruction or the minor's
24 school district, including but not limited to core plus programs.

25 NEW SECTION. **Sec. 3.** This act takes effect July 1, 2026.

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