CERTIFICATION OF ENROLLMENT

# SUBSTITUTE HOUSE BILL 1121

Chapter 79, Laws of 2025

69th Legislature
2025 Regular Session

WORK HOUR RESTRICTIONS—CERTAIN MINOR EMPLOYEES—ENROLLMENT IN EDUCATION PROGRAMS

EFFECTIVE DATE: July 1, 2026

Passed by the House March 10, 2025
Yeas 95 Nays 0

LAURIE JINKINS

**Speaker of the House of Representatives**

Passed by the Senate April 9, 2025
Yeas 44 Nays 5

DENNY HECK

**President of the Senate**

Approved April 21, 2025 9:16 AM

BOB FERGUSON

**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 1121** as passed by the House of Representatives and the Senate on the dates hereon set forth.

BERNARD DEAN

**Chief Clerk**

FILED

April 21, 2025

**Secretary of State**
**State of Washington**

# SUBSTITUTE HOUSE BILL 1121

Passed Legislature - 2025 Regular Session

**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.

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

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

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

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

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

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

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

(a) The minor is enrolled in a bona fide college program; or

(b) The minor is enrolled in a career and technical education program and the work is performed for an employer approved by the program.

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

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

Passed by the House March 10, 2025.
Passed by the Senate April 9, 2025.
Approved by the Governor April 21, 2025.
Filed in Office of Secretary of State April 21, 2025.

**--- END ---**