
HOUSE BILL 2545

State of Washington

53rd Legislature

1994 Regular Session

By Representatives Springer, Mastin, Foreman, Wineberry, Karahalios, Kremen, Lemmon, Lisk, Roland, Van Luven, Sheldon, Orr, Kessler, Chandler, Brumsickle, Schoesler, Morris, Quall, Romero, Basich, Ballard, Peery, R. Meyers, Anderson, Linville, Dyer, Tate, Dorn, Brough, Johanson, Pruitt, Carlson, J. Kohl, Jones, Caver, Fuhrman, Moak, Flemming, Eide, Rayburn, Forner, Long, Mielke, Backlund and Cooke

Read first time 01/17/94. Referred to Committee on Education.

1 AN ACT Relating to the student-teacher-employer-parent partnership
2 act; amending RCW 49.12.121; and adding a new section to chapter
3 28A.600 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 28A.600
6 RCW to read as follows:

7 (1)(a) Students age sixteen or older maintaining a grade point
8 average of 2.0 or better, or the appropriate equivalent, may enter into
9 a student-teacher-employer-parent partnership contract as specified in
10 this section. During the duration of the contract, the student shall
11 not be subject to the hours of employment requirements for minors in
12 RCW 49.12.121. The contract must be approved and signed by the
13 student, the student's parent or legal guardian, a representative of
14 the student's school, and the student's employer. The contract shall
15 be filed with the student's school and a copy maintained on record by
16 the student's employer. The contract may be renewed each school
17 quarter, as long as the student maintains eligibility.

18 (b) A student-teacher-employer-parent contract shall contain
19 provisions:

1 (i) Requiring a meeting of the contracting parties at least each
2 school quarter to evaluate at least the following:

3 (A) The student's school performance. The school representative
4 shall evaluate and report on the student's progress, including reports
5 on attendance, grades, and attentiveness in school. To maintain
6 eligibility for the contract, the student's grade point average may not
7 decrease more than one-half grade point for more than one quarter of
8 the school year from his or her grade point upon entering into the
9 contract. If the average grade point of the student falls below 2.0,
10 the contract shall terminate; and

11 (B) The student's job performance. The employer shall evaluate and
12 report on the basic work skills learned by the student, including work
13 attendance and ability to follow instructions;

14 (ii) Specifying the hours of employment for the student subject to
15 the contract, but the student may not work:

16 (A) During weeks of five or more school days, more than twenty-four
17 hours per week, unless a variance has been granted under chapter 49.12
18 RCW permitting employment up to twenty-eight hours per week;

19 (B) During weeks of fewer than five school days, more than twenty-
20 eight hours per week, unless a variance has been granted under chapter
21 49.12 RCW permitting employment up to thirty-two hours per week, except
22 that during weeks of school vacation occurring within the school year,
23 the student is not subject to a limitation on the number of hours
24 worked per week;

25 (C) More than eight hours per day on a day preceding a school day;

26 (D) On consecutive school nights, both of which precede a school
27 day, unless working no later than 9:00 p.m.; or

28 (E) Later than 11:30 p.m. on a night preceding a school day. On
29 nights preceding nonschool days or holidays from school, the student
30 may work later than 11:30 p.m.;

31 (iii) Requiring the student to be supervised during all working
32 hours by a person over the age of eighteen;

33 (iv) Stating the employer's obligation to comply with chapter 49.46
34 RCW and the working conditions requirements of chapter 49.12 RCW,
35 including maintaining a minor work permit, not otherwise covered by the
36 contract.

37 (2) The office of the superintendent of public instruction, in
38 consultation with the department of labor and industries, shall prepare

1 model student-teacher-employer-parent contracts for use as guidelines
2 by the school districts.

3 **Sec. 2.** RCW 49.12.121 and 1993 c 294 s 9 are each amended to read
4 as follows:

5 (1)(a) The department may at any time inquire into wages, hours,
6 and conditions of labor of minors employed in any trade, business, or
7 occupation in the state of Washington and may adopt special rules for
8 the protection of the safety, health, and welfare of minor employees.
9 However, the rules may not limit the hours per day or per week, or
10 other specified work period, that may be worked by minors who are
11 emancipated by court order.

12 ~~((2))~~ (b) The department shall issue work permits to employers
13 for the employment of minors, after being assured the proposed
14 employment of a minor meets the standards for the health, safety, and
15 welfare of minors as set forth in the rules adopted by the department.
16 No minor person shall be employed in any occupation, trade, or industry
17 subject to this 1973 amendatory act, unless a work permit has been
18 properly issued, with the consent of the parent, guardian, or other
19 person having legal custody of the minor and with the approval of the
20 school which such minor may then be attending. However, the consent of
21 a parent, guardian, or other person, or the approval of the school
22 which the minor may then be attending, is unnecessary if the minor is
23 emancipated by court order.

24 ~~((3))~~ (c) The rules of the department adopted under this section
25 prescribing the hours of employment for minors may be suspended for a
26 minor age sixteen or older during the period that the minor is subject
27 to a student-teacher-employer-parent partnership contract as provided
28 under section 1 of this act.

29 (2) The minimum wage for minors shall be as prescribed in RCW
30 49.46.020.

--- END ---