

# HOUSE BILL ANALYSIS

## HB 1911

**Brief Description:** Revising restrictions on the employment of minors.

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**Sponsors:** Representatives Benson, Mastin, McMorris, Mulliken, Boldt, Sterk, Lambert, Honeyford, Smith, Mielke, Buck, Thompson, Clements, Sherstad, O'Brien, Zellinsky, Sump, Hickel, Schoesler, Koster, Delvin, Wensman, Chandler, L. Thomas, Quall, Crouse, Pennington, Huff, Grant, Talcott and D. Schmidt

Hearing: February 24, 1997

### BACKGROUND:

*The Department of Labor and Industries is authorized by statute to adopt rules establishing employment standards, including working conditions and hours of labor, for the protection of the safety, health, and welfare of employees. In addition, the department may adopt special rules for the protection of minor employees. The provisions granting this authority do not apply to agricultural labor, newspaper vending, or domestic or casual labor at private residences. Employment of minors in house-to-house sales is restricted by statute.*

*The statute also requires an employer who employs minors to have a minor work permit issued by the department, with the consent of the minor's parent or guardian and the approval of the minor's school.*

*Until July 1, 1993, the department's rules regulating the employment of minors included the following restrictions on the hours of work:*

*Minors 16 or 17 years of age: A maximum of eight hours of work per day and five days per week; and no work after 9:00 p.m. on two consecutive school nights.*

*Minors under age 16: A maximum of three hours of work per day on school days and 18 hours per week during school weeks; a maximum of eight hours of work per day on nonschool days and five days per week; and no work before 7:00 a.m. or after 7:00 p.m., except during summer vacation when work must end by 9:00 p.m.*

*On July 1, 1993, revised rules providing for the employment of minors became effective. These rules include the following restrictions:*

*Minors 16 or 17 years of age: A maximum of four hours of work per day on a school day preceding a school day, eight hours per day on other days, 20 hours during a school week and six days per week. With a variance, these limits may be extended to a maximum of six hours of work per day on a school day preceding a school day and 28 hours per week. No work is permitted before 7:00 a.m. or after*

*10:00 p.m. on a school night, or after midnight on Friday, Saturday, or the day before a holiday.*

*During school vacations, a maximum of eight hours of work per day and 48 hours per week is permitted, for up to six days per week. Work may not start before 5:00 a.m. or end after midnight.*

*Minors under age 16: A maximum of three hours of work per day on a school day preceding a school day, eight hours per day on other days, 16 hours during a school week, and six days per week. During school vacations, a maximum of eight hours of work per day and 40 hours per week is permitted, up to six days per week.*

*No work is permitted before 7:00 a.m. or after 7:00 p.m. on a day preceding a school day. On Friday, Saturday, or a day preceding a school holiday, and during school vacations, work must end by 9:00 p.m.*

*The revised rules also changed the regulation of employment of minors in hazardous occupations. In addition to occupations previously prohibited, new occupations were prohibited, including:*