
HOUSE BILL 3294

State of Washington

60th Legislature

2008 Regular Session

By Representative Chandler

1 AN ACT Relating to defining the term employ for minimum wage
2 purposes; amending RCW 49.46.010; and creating new sections.

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

4 **Sec. 1.** RCW 49.46.010 and 2002 c 354 s 231 are each amended to
5 read as follows:

6 As used in this chapter:

7 (1) "Director" means the director of labor and industries;

8 (2) "Wage" means compensation due to an employee by reason of
9 employment, payable in legal tender of the United States or checks on
10 banks convertible into cash on demand at full face value, subject to
11 such deductions, charges, or allowances as may be permitted by rules of
12 the director;

13 (3) "Employ" includes to permit to work. However, "employ" and
14 "work" do not mean or include the use of an employer's vehicle for
15 travel by an employee and activities performed by an employee that are
16 incidental to the use of such a vehicle for commuting, when the use of
17 that vehicle for travel is within the normal commuting area for the
18 employer's business or establishment and the use of the employer's

1 vehicle is subject to an agreement on the part of the employer and the
2 employee or representative of the employee;

3 (4) "Employer" includes any individual, partnership, association,
4 corporation, business trust, or any person or group of persons acting
5 directly or indirectly in the interest of an employer in relation to an
6 employee;

7 (5) "Employee" includes any individual employed by an employer but
8 shall not include:

9 (a) Any individual (i) employed as a hand harvest laborer and paid
10 on a piece rate basis in an operation which has been, and is generally
11 and customarily recognized as having been, paid on a piece rate basis
12 in the region of employment; (ii) who commutes daily from his or her
13 permanent residence to the farm on which he or she is employed; and
14 (iii) who has been employed in agriculture less than thirteen weeks
15 during the preceding calendar year;

16 (b) Any individual employed in casual labor in or about a private
17 home, unless performed in the course of the employer's trade, business,
18 or profession;

19 (c) Any individual employed in a bona fide executive,
20 administrative, or professional capacity or in the capacity of outside
21 salesman as those terms are defined and delimited by rules of the
22 director. However, those terms shall be defined and delimited by the
23 director of personnel pursuant to chapter 41.06 RCW for employees
24 employed under the director of personnel's jurisdiction;

25 (d) Any individual engaged in the activities of an educational,
26 charitable, religious, state or local governmental body or agency, or
27 nonprofit organization where the employer-employee relationship does
28 not in fact exist or where the services are rendered to such
29 organizations gratuitously. If the individual receives reimbursement
30 in lieu of compensation for normally incurred out-of-pocket expenses or
31 receives a nominal amount of compensation per unit of voluntary service
32 rendered, an employer-employee relationship is deemed not to exist for
33 the purpose of this section or for purposes of membership or
34 qualification in any state, local government or publicly supported
35 retirement system other than that provided under chapter 41.24 RCW;

36 (e) Any individual employed full time by any state or local
37 governmental body or agency who provides voluntary services but only
38 with regard to the provision of the voluntary services. The voluntary

1 services and any compensation therefor shall not affect or add to
2 qualification, entitlement or benefit rights under any state, local
3 government, or publicly supported retirement system other than that
4 provided under chapter 41.24 RCW;

5 (f) Any newspaper vendor or carrier;

6 (g) Any carrier subject to regulation by Part 1 of the Interstate
7 Commerce Act;

8 (h) Any individual engaged in forest protection and fire prevention
9 activities;

10 (i) Any individual employed by any charitable institution charged
11 with child care responsibilities engaged primarily in the development
12 of character or citizenship or promoting health or physical fitness or
13 providing or sponsoring recreational opportunities or facilities for
14 young people or members of the armed forces of the United States;

15 (j) Any individual whose duties require that he or she reside or
16 sleep at the place of his or her employment or who otherwise spends a
17 substantial portion of his or her work time subject to call, and not
18 engaged in the performance of active duties;

19 (k) Any resident, inmate, or patient of a state, county, or
20 municipal correctional, detention, treatment or rehabilitative
21 institution;

22 (l) Any individual who holds a public elective or appointive office
23 of the state, any county, city, town, municipal corporation or quasi
24 municipal corporation, political subdivision, or any instrumentality
25 thereof, or any employee of the state legislature;

26 (m) All vessel operating crews of the Washington state ferries
27 operated by the department of transportation;

28 (n) Any individual employed as a seaman on a vessel other than an
29 American vessel;

30 (6) "Occupation" means any occupation, service, trade, business,
31 industry, or branch or group of industries or employment or class of
32 employment in which employees are gainfully employed;

33 (7) "Retail or service establishment" means an establishment
34 seventy-five percent of whose annual dollar volume of sales of goods or
35 services, or both, is not for resale and is recognized as retail sales
36 or services in the particular industry.

1 NEW SECTION. **Sec. 2.** This act is intended to clarify the original
2 intent of RCW 49.46.010(3). This act applies to all administrative and
3 judicial actions (1) commenced on or after October 18, 2007, and
4 pending on the effective date of this section, and (2) commenced on or
5 after the effective date of this section.

6 NEW SECTION. **Sec. 3.** This act does not alter the terms,
7 conditions, or practices contained in any collective bargaining
8 agreement.

9 NEW SECTION. **Sec. 4.** If any provision of this act or its
10 application to any person or circumstance is held invalid, the
11 remainder of the act or the application of the provision to other
12 persons or circumstances is not affected.

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