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HOUSE BILL 1258

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State of Washington                      62nd Legislature                      2011 Regular Session

By Representatives Condotta, Shea, Chandler, Taylor, Short, and Warnick

Read first time 01/18/11. Referred to Committee on Labor & Workforce Development.

1            AN ACT Relating to preventing the curtailment of employment  
2 opportunities by allowing employers to pay a training wage for a  
3 specified period of time; and adding a new section to chapter 49.46  
4 RCW.

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

6            NEW SECTION.    **Sec. 1.** A new section is added to chapter 49.46 RCW  
7 to read as follows:

8            The director shall establish procedures for the issuance of special  
9 training certificates to employers to pay wages to new employees during  
10 a training period at seventy-five percent of the minimum wage required  
11 under RCW 49.46.020 or the minimum wage rate required under federal  
12 law, whichever is greater. The following restrictions apply to the use  
13 of the training certificates:

14            (1) The training period may last for a maximum of six hundred  
15 eighty hours;

16            (2) Employers may only use this special training certificate once  
17 per employee;

18            (3) Only employers with fifty employees or fewer may use the  
19 special training certificate;

1           (4) Employees working under this special training certificate may  
2 not constitute more than ten percent of an employer's workforce, except  
3 that employers with fewer than ten employees may employ one employee at  
4 a time using the special training certificate; and

5           (5) If an employer discharges an employee working under the special  
6 training certificate prior to the completion of six hundred eighty  
7 hours, the employer must notify the director and provide an explanation  
8 for the discharge. The employer may not replace the discharged  
9 employee with another employee working under a special training  
10 certificate for one year from the date of the discharge.

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