
SENATE BILL 5327

State of Washington

68th Legislature

2023 Regular Session

By Senators Keiser, Saldaña, Nobles, C. Wilson, Conway, and Lias

1 AN ACT Relating to paying interns; amending RCW 49.46.010; and
2 adding new sections to chapter 49.46 RCW.

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

4 **Sec. 1.** RCW 49.46.010 and 2020 c 212 s 3 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) "Employ" includes to permit to work;

9 (3) "Employee" includes any individual employed by an employer
10 but shall not include:

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

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

1 (c) Any individual employed in a bona fide executive,
2 administrative, or professional capacity or in the capacity of
3 outside salesperson as those terms are defined and delimited by rules
4 of the director. However, those terms shall be defined and delimited
5 by the human resources director pursuant to chapter 41.06 RCW for
6 employees employed under the director of personnel's jurisdiction;

7 (d) (~~Any~~) Except as provided in section 2 of this act, any
8 individual engaged in the activities of an educational, charitable,
9 religious, state or local governmental body or agency, or nonprofit
10 organization where the employer-employee relationship does not in
11 fact exist or where the services are rendered to such organizations
12 gratuitously. If the individual receives reimbursement in lieu of
13 compensation for normally incurred out-of-pocket expenses or receives
14 a nominal amount of compensation per unit of voluntary service
15 rendered, an employer-employee relationship is deemed not to exist
16 for the purpose of this section or for purposes of membership or
17 qualification in any state, local government, or publicly supported
18 retirement system other than that provided under chapter 41.24 RCW;

19 (e) Any individual employed full time by any state or local
20 governmental body or agency who provides voluntary services but only
21 with regard to the provision of the voluntary services. The voluntary
22 services and any compensation therefor shall not affect or add to
23 qualification, entitlement, or benefit rights under any state, local
24 government, or publicly supported retirement system other than that
25 provided under chapter 41.24 RCW;

26 (f) Any newspaper vendor, carrier, or delivery person selling or
27 distributing newspapers on the street, to offices, to businesses, or
28 from house to house and any freelance news correspondent or
29 "stringer" who, using his or her own equipment, chooses to submit
30 material for publication for free or a fee when such material is
31 published;

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

34 (h) Any individual engaged in forest protection and fire
35 prevention activities;

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

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

5 (k) Any resident, inmate, or patient of a state, county, or
6 municipal correctional, detention, treatment or rehabilitative
7 institution;

8 (l) Any individual who holds a public elective or appointive
9 office of the state, any county, city, town, municipal corporation or
10 quasi municipal corporation, political subdivision, or any
11 instrumentality thereof, or any employee of the state legislature;

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

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

16 (o) Until December 31, 2025, any farm intern providing his or her
17 services to a small farm which has a special certificate issued under
18 RCW 49.12.471;

19 (p) An individual who is at least sixteen years old but under
20 twenty-one years old, in his or her capacity as a player for a junior
21 ice hockey team that is a member of a regional, national, or
22 international league and that contracts with an arena owned,
23 operated, or managed by a public facilities district created under
24 chapter 36.100 RCW;

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

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

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

36 (7) "Wage" means compensation due to an employee by reason of
37 employment or to an intern engaged in an internship under section 2
38 of this act, payable in legal tender of the United States or checks
39 on banks convertible into cash on demand at full face value, subject

1 to such deductions, charges, or allowances as may be permitted by
2 rules of the director.

3 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.46
4 RCW to read as follows:

5 (1) Notwithstanding RCW 49.46.010(3)(d), any state or local
6 governmental body or agency, or educational, charitable, or nonprofit
7 organization receiving public funds who provides an internship must
8 pay to the intern wages at a rate of not less than the amount
9 established in RCW 49.46.020(1) for the hours of the internship.

10 (2) All enforcement provisions under chapter 49.48 RCW that apply
11 to employees also apply to interns under this section.

12 (3) RCW 49.46.090 through 49.46.110 also apply to payment of
13 intern wages in this section.

14 (4) This section applies whether or not the intern may earn
15 academic credit for the internship.

16 (5)(a) For purposes of this section, "intern" means a person who
17 is:

18 (i) Enrolled in an in-state or out-of-state institution of higher
19 education;

20 (ii) Participating in an internship to gain job experience or
21 clinical or other hands-on training, that is for the intern's primary
22 benefit; and

23 (iii) Not displacing employees.

24 (b) For purpose of this section, "intern" does not include a farm
25 intern under a farm internship program as established in RCW
26 49.12.471.

27 (c) For the purposes of this section, an internship is a planned,
28 structured engagement of limited duration for the intern to gain job
29 experience or clinical or other hands-on training with a state or
30 local governmental body or agency, or an educational, charitable, or
31 nonprofit organization receiving public funds.

32 NEW SECTION. **Sec. 3.** A new section is added to chapter 49.46
33 RCW to read as follows:

34 The department of labor and industries may adopt rules to
35 implement this act.

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