



# Application to Employ Student/Learner/Apprentice Workers at a Subminimum Wage

Employment Standards Program  
PO Box 44510  
Olympia WA 98504-4510

Fax: 360-902-5300  
Questions? Call 360-902-5552

Under the authority of the Washington State Minimum Wage Act, [RCW 49.46.060](#), and [WAC Chapter 296-128](#), this application is hereby made to employ the following worker at a wage rate less than that prescribed by [RCW 49.46.020](#).

If the worker is under age 18, the employer must have a valid Minor Work Permit, proof of age, and a copy of the completed and signed Parent/School Authorization form on file.

## Employer Information

Firm Name		UBI Number
Firm Address		
City	State	Zip Code
Phone Number	Fax Number	Email Address
Period Requested for a Subminimum Wage Certificate		
From:		To:
Print Name and Title of Employer or Authorized Representative		
Signature of Employer or Authorized Representative		Date

## Worker Information

Student Learner    Apprentice   This section is not required for learners or student worker applications

Worker Name		Date of Birth
Address		
City	State	Zip Code
Phone Number	Alternate Phone Number	Email Address
Signature of Worker, Guardian, or Person with Power of Attorney		Date

## To Be Completed by School for Student Learner Certificate

School Name		
School Address		
City	State	Zip Code
Phone Number	Fax Number	Email Address
Print Name and Title of School Authorized Representative		
Signature of School Authorized Representative		Date

<input type="checkbox"/> <b>Student Worker:</b> In accordance with regulation <a href="#">WAC 296-128-275</a> , for resident students receiving instruction in a bona fide educational institution, and who are employed on a part-time basis by the institution for the purpose of enabling the students to defray part of their school expenses, the employer requests a certificate to pay the worker at a subminimum wage rate. The certificate will not allow less than 75% of current state minimum wage.	
School attending and employed by:	In the occupation(s) of:
Number of students to be employed in any one day:	Subminimum hourly wage rate to be paid for occupation: \$

<input type="checkbox"/> <b>Student Learner:</b> In accordance with regulation <a href="#">WAC 296-128-175</a> , the employer requests a certificate to pay the worker attending an accredited school, college, or university, and who will be employed in a bona fide vocational training program, or on the job-training program as a complement to education by learning through work at a subminimum wage rate not less than 75% of current state minimum wage. The term of the certificate will not exceed one school year.	
Name of training school, college, university:	Age of student learner:
Nature of school training program:	Occupation:
Total number of workers employed:	Number of hours of employment training per day:
Number of hours worked per week:	Number of hours of school instruction per week:
Number of experienced workers employed:	Hourly wage rate of experienced workers: \$
Proposed hourly rate to be paid to student learner: \$	

<input type="checkbox"/> <b>Learner:</b> In accordance with regulation <a href="#">WAC 296-128-100</a> , the employer requests a certificate to pay the worker a subminimum wage rate not less than 85% of the legally established wage for on-the-job training for the following:	
Occupation(s):	Subminimum hourly wage rate for each occupation(s):
Number or proportion of learners to be employed in any day:	Number or proportion of learners to be employed in any week:
Employer confirms that this is for on-the-job training applicable when there is not an adequate supply of qualified experienced workers available. The maximum number of hours allowed for this experience is 480 hours.	

<input type="checkbox"/> <b>Apprentice:</b> In accordance with regulations <a href="#">WAC 296-128-225</a> and <a href="#">RCW 49.04.040</a> , the employer or apprenticeship committee requests a certificate to employ an apprentice in a skilled trade at wages lower than the minimum wage under <a href="#">RCW 49.46.020</a> .	
Description of skilled trade:	
Is the apprentice covered by an agreement registered with the Washington State Apprenticeship Council? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Apprenticeship program name:	Is the apprentice 16 years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No
Does the agreement provide not less than 4,000 hours of reasonably continuous employment? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Will the work experience be supplemented by 144 hours per year of related technical instruction? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Wage rate requested:	
Is the wage rate requested necessary to prevent curtailment of employment opportunities for the apprentice? <input type="checkbox"/> Yes <input type="checkbox"/> No	