

SEATTLE OFFICE OF LABOR STANDARDS
((SEATTLE OFFICE FOR CIVIL RIGHTS))

Chapter 90

Practices for administering minimum wage and minimum compensation rates for employees performing work in Seattle (i.e. Minimum Wage Ordinance) under SMC 14.19

SPECIAL CERTIFICATE AND MINORS

SHRR 90-050 Learners, apprentices, messengers, workers with a disability

1. **In general.** The Director shall have the authority to issue a special certificate authorizing an employer to pay a wage less than the hourly rate defined in [SMC 14.19.030](#), [14.19.035](#), and [14.19.040](#) (~~(, and 14.19.050)~~), but above the Washington State minimum wage, as defined in [RCW 49.46.020](#). Such special certificates shall only be available for learners, apprentices, messengers and people with disabilities as described in [RCW 49.46.060](#) and shall be subject to such limitations as to time, number, proportion, and length of service as the Director shall prescribe. Prior to issuance, an applicant for a special certificate must secure a letter of recommendation from the Washington State Department of Labor and Industries stating that the applicant has a demonstrated necessity pursuant to [WAC 296-128](#). (~~(SMC 14.19.020.)~~) [SMC 14.19.025.A](#).
2. **Issuance of special certificates**
 - a. The Director may issue special certificates to pay a subminimum wage for learners, apprentices, and messengers as described in RCW 49.46.060.
 - b. The Director shall not issue special certificates to pay a subminimum wage for people with disabilities as described in RCW 49.46.060.
3. **Letter of recommendation.** A copy of an approved special certificate from Washington State Department of Labor and Industries shall serve as a letter of recommendation.
4. **Limitations.** The Director's special certificate may (~~shall~~) have the same limitations for time, number, proportion and length of service as prescribed by the Washington State Department of Labor and Industries provided that the hourly rate is above the Washington State minimum wage.
5. **Application.** Applications for a special certificate to pay a subminimum wage must be submitted to the Director in writing and will be considered on a case-by-case basis.
6. ~~((Issuance))~~ **Notice of the decision.** The Director shall send written notice of the decision to the employer, and when applicable, to the employee as prescribed by [WAC 296-128](#).