

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 221 (2026)

Amendment No.

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED	<u>      </u> (Y/N)
ADOPTED AS AMENDED	<u>      </u> (Y/N)
ADOPTED W/O OBJECTION	<u>      </u> (Y/N)
FAILED TO ADOPT	<u>      </u> (Y/N)
WITHDRAWN	<u>      </u> (Y/N)
OTHER	<u>      </u>

1 Committee/Subcommittee hearing bill: Industries & Professional  
2 Activities Subcommittee

3 Representative Chamberlin offered the following:

5 **Amendment**

6 Remove lines 36-62 and insert:

7 (b) 1. An employer is not subject to the state minimum wage  
8 requirements of this section for an employee who is in a  
9 structured work-study, internship, or pre-apprenticeship  
10 program, or other similar work-based learning opportunity and  
11 such employee opts out of receiving the minimum wage.

12 a. Such work-based learning opportunity may not last  
13 longer than 252 days, or two semesters if the employee is  
14 earning credit at a school, college, or university, whichever is  
15 longer.

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16        b. If the employee is under 18 years of age, such work-  
17        based learning opportunity may not last longer than 126 days, or  
18        one semester if the employee is earning credit at a school,  
19        college, or university, whichever is longer.

20        2. For purposes of this section, "work-based learning  
21        opportunity" means interaction with industry or community  
22        professionals that occurs in a workplace setting with the sole  
23        purpose of providing the employee with authentic structured  
24        learning experiences and on-the-job training that foster in-  
25        depth, firsthand engagement with the tasks required in a given  
26        career field in order to become qualified and proficient in such  
27        given career field. A work-based learning opportunity must meet  
28        all of the following criteria:

29        a. Be developmentally appropriate.  
30        b. Identify learning objectives for the term of  
31        experience.  
32        c. Explore multiple aspects of an industry.  
33        d. Develop workplace skills and competencies.  
34        e. Assess performance.  
35        f. Be documented and reported in compliance with state and  
36        federal labor laws.

37        (c) An employee may opt out of receiving the state minimum  
38        wage by voluntarily signing a waiver of his or her right to the  
39        state minimum wage established under this subsection. The waiver  
40        must state that the employee acknowledges his or her right to

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the state minimum wage pursuant to s. 24, Art. X of the State Constitution and this section and that the employee is knowingly and voluntarily choosing to receive a lesser amount for his or her work-based learning opportunity as described in paragraph (b). An employer may not coerce an employee to opt out of receiving the state minimum wage. If the employee is younger than 18 years of age, in order for the waiver to be effective, the employee's parent or guardian must have agreed and signed the waiver on behalf of, and in addition to, the minor employee.

(d) Except as provided in paragraphs (b) and (c), an employer must pay an employee a wage at or above the federal minimum wage.

(e) At the expiration of the work-based learning opportunity