

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 221 (2026)

Amendment No.

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED        (Y/N)

ADOPTED AS AMENDED        (Y/N)

ADOPTED W/O OBJECTION        (Y/N)

FAILED TO ADOPT        (Y/N)

WITHDRAWN        (Y/N)

OTHER                     

Committee/Subcommittee hearing bill: Industries & Professional  
Activities Subcommittee

Representative Chamberlin offered the following:

**Amendment**

Remove lines 36-62 and insert:

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

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

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

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

a. Be developmentally appropriate.

b. Identify learning objectives for the term of experience.

c. Explore multiple aspects of an industry.

d. Develop workplace skills and competencies.

e. Assess performance.

f. Be documented and reported in compliance with state and federal labor laws.

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

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

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

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