

WEST VIRGINIA LEGISLATURE

2017 REGULAR SESSION

Committee Substitute

for

Senate Bill 606

BY SENATORS MAYNARD AND PLYMALE

[Originating in the Committee on the Judiciary;

reported on March 25, 2017.]

1 A BILL to amend and reenact §21-5C-1 of the Code of West Virginia, 1931, as amended, relating
2 to minimum wage and maximum hour standards for employees; and adding exceptions to
3 the definition of the term “employee” for any person employed as a seasonal employee
4 of an enterprise principally devoted to amusement rides and amusement attractions, any
5 person employed by a traveling enterprise principally devoted to amusement rides or
6 amusement attractions or a traveling carnival, including food concessions, or any person
7 employed by a minor or major league baseball organization; limiting months of operation
8 and receipts; and providing that the exemptions are for a limited purpose.

Be it enacted by the Legislature of West Virginia:

1 That §21-5C-1 of the Code of West Virginia, 1931, as amended, be amended and
2 reenacted to read as follows:

**ARTICLE 5C. MINIMUM WAGE AND MAXIMUM HOURS STANDARDS FOR
EMPLOYEES.**

§21-5C-1. Definitions.

1 As used in this article:

2 (a) “Commissioner” means the Commissioner of Labor or his or her duly authorized
3 representatives.

4 (b) “Wage and hour director” means the wage and hour director appointed by the
5 Commissioner of Labor as chief of the Wage and Hour Division.

6 (c) “Wage” means compensation due an employee by reason of his or her employment.

7 (d) “Employ” means to hire or permit to work.

8 (e) “Employer” includes the State of West Virginia, its agencies, departments and all its
9 political subdivisions, any individual, partnership, association, public or private corporation, or any
10 person or group of persons acting directly or indirectly in the interest of any employer in relation
11 to an employee; and who employs during any calendar week six or more employees as herein

12 defined in any one separate, distinct and permanent location or business establishment: *Provided,*
13 That prior to January 1, 2015, the term “employer” does not include any individual, partnership,
14 association, corporation, person or group of persons or similar unit if eighty percent of the persons
15 employed by him or her are subject to any federal act relating to minimum wage, maximum hours
16 and overtime compensation: *Provided, however,* That after December 31, 2014, for the purposes
17 of section three of this article, the term “employer” does not include any individual, partnership,
18 association, corporation, person or group of persons or similar unit if eighty percent of the persons
19 employed by him or her are subject to any federal act relating to maximum hours and overtime
20 compensation.

21 (f) “Employee” includes any individual employed by an employer but shall not include: (1)
22 Any individual employed by the United States; (2) any individual engaged in the activities of an
23 educational, charitable, religious, fraternal or nonprofit organization where the employer-
24 employee relationship does not in fact exist, or where the services rendered to such organizations
25 are on a voluntary basis; (3) newsboys, shoeshine boys, golf caddies, pinboys and pin chasers in
26 bowling lanes; (4) traveling salesmen and outside salesmen; (5) services performed by an
27 individual in the employ of his or her parent, son, daughter or spouse; (6) any individual employed
28 in a bona fide professional, executive or administrative capacity; (7) any person whose
29 employment is for the purpose of on-the-job training; (8) any person having a physical or mental
30 handicap so severe as to prevent his or her employment or employment training in any training
31 or employment facility other than a nonprofit sheltered workshop; (9) any individual employed in
32 a boys or girls summer camp; (10) any person sixty-two years of age or over who receives old-
33 age or survivors benefits from the Social Security Administration; (11) any individual employed in
34 agriculture as the word agriculture is defined in the Fair Labor Standards Act of 1938, as
35 amended; (12) any individual employed as a firefighter by the state or agency thereof; (13) ushers
36 in theaters; (14) any individual employed on a part-time basis who is a student in any recognized
37 school or college; (15) any individual employed by a local or interurban motorbus carrier; (16) so

38 far as the maximum hours and overtime compensation provisions of this article are concerned,
39 any salesman, parts man or mechanic primarily engaged in selling or servicing automobiles,
40 trailers, trucks, farm implements, aircraft if employed by a nonmanufacturing establishment
41 primarily engaged in the business of selling such vehicles to ultimate purchasers; (17) any
42 employee with respect to whom the United States Department of Transportation has statutory
43 authority to establish qualifications and maximum hours of service; (18) any person employed on
44 a per diem basis by the Senate, the House of Delegates or the Joint Committee on Government
45 and Finance of the Legislature of West Virginia, other employees of the Senate or House of
46 Delegates designated by the presiding officer thereof, and additional employees of the Joint
47 Committee on Government and Finance designated by such joint committee; (19) any person
48 employed as a seasonal employee of a commercial whitewater outfitter where the seasonal
49 employee works less than seven months in any one calendar year and, in such case, only for the
50 limited purpose of exempting the seasonal employee from the maximum wage provisions of
51 section three of this article; (20) any person employed as a seasonal employee of an enterprise
52 principally devoted to amusement rides and amusement attractions, any person employed by a
53 traveling enterprise principally devoted to amusement rides or amusement attractions or a
54 traveling carnival, including food concessions, or any person employed by a minor or major league
55 baseball organization which: (i) Does not operate for more than seven months in any calendar
56 year; or (ii) during the preceding calendar year, had average receipts for any six months of the
57 year which were not more than thirty-three and one-third per centum of its average receipts for
58 the other six months of that year: *Provided, That the exemptions in this subdivision are for the*
59 limited purpose of exempting the employees from coverage under the provisions of section three
60 of this article relating to maximum hours and overtime compensation.

61 (g) "Work week" means a regularly recurring period of one hundred sixty-eight hours in
62 the form of seven consecutive 24-hour periods, need not coincide with the calendar week, and
63 may begin any day of the calendar week and any hour of the day.

64 (h) "Hours worked" means the hours for which an employee is employed: *Provided*, That
65 in determining hours worked for the purposes of sections two and three of this article, there shall
66 be excluded any time spent in changing clothes or washing at the beginning or end of each
67 workday, time spent in walking, riding or traveling to and from the actual place of performance of
68 the principal activity or activities which such employee is employed to perform and activities which
69 are preliminary to or postliminary to said principal activity or activities, subject to such exceptions
70 as the commissioner may by rules and regulations define.

Strike-throughs indicate language that would be stricken from a heading or the present law
and underscoring indicates new language that would be added.