WAC 357-04-040 Which student employees of higher education employers are exempt from civil service rules? (1) Students who are participating in a documented and approved internship program which consists of an academic component and work experience are exempt.

(2) Students who are employed through the state or federal work/study programs are exempt.

(3) Students are exempt if they are employed by the institution at which they are enrolled (or by a related board) and meet any one of the following conditions:

(a) The student works 516 hours or less in any six consecutive months. Hours worked in a temporary position(s) during the summer and other breaks in the academic year are not counted in the 516 hours. The position is exempt only if the student does not take the place of a classified employee who was laid off due to lack of funds or lack of work; and the student does not fill a position that is currently or was formerly occupied by a classified employee during the current or prior calendar or fiscal year, whichever is longer;

(b) The student is employed in a position directly related to the student's major field of study to provide a training opportunity; or

(c) The student is elected or appointed to a student body office or student organization position such as student officers or student news staff members.

[Statutory Authority: RCW 41.06.133. WSR 26-08-085, s 357-04-040, filed 3/31/26, effective 5/1/26. Statutory Authority: Chapter 41.06 RCW. WSR 04-15-016, § 357-04-040, filed 7/8/04, effective 7/1/05.]