HR Duty: WA Apprentice Utilization (RCW 49.04.220), Deemed-Export Badging & FAR 52.222-50

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Role: HR / Workforce | **Top Live Mandate:** RCW 49.04.220, ITAR/EAR Deemed Exports & FAR 52.222-50 | **Dead Rule to Ignore:** SEC Climate Disclosures | **Next Deadline:** Pre-Hire / Dec 31, 2026 Tax Period

Desk Summary: A practical checklist for WA space HR leads: verify U.S. Person status before floor/CAD access, track registered apprentice hours for RCW 49.04.220 tax eligibility, and maintain FAR 52.222-50 anti-trafficking compliance.



Workflow	Status	Timing	Instrument
Deemed-Export Badging	LIVE	Before badge / CAD / PLM access	22 CFR 120.50 / 15 CFR 734.14
Apprentice Utilization	LIVE	Continuous / Annual DOR tax report	RCW 49.04.220
Anti-Trafficking Flow-Down	LIVE	Ongoing (>=$550k non-US cert)	FAR 52.222-50

1. What Arrives on This Desk (Live Asks & Rules)

First, under ITAR and EAR 9A515, granting a foreign person access to controlled technical data or shop-floor hardware inside Kent, Redmond, or Tukwila is legally a deemed export—requiring pre-hire U.S. Person verification or a DDTC/BIS license.

Second, WA Aerospace Tax Preferences tie preferential tax treatment to registered apprentice utilization under RCW 49.04.220. Third, FAR 52.222-50 prohibits forced labor, passport confiscation, and recruitment-fee abuses across all federal prime/subcontract tiers.

2. What Is Dead or Enjoined and Can Be Ignored

No federal climate rule (FAR 2021-015, SEC Climate) creates HR reporting duties.

3. What Carries a Date (Deadlines & Instruments)

Governing workforce instruments:

Corpus References & Cross-Role Links

- HR / Workforce Desk Brief (Overview): https://bcesg.org/wa-space-role-hr-workforce-desk-brief/
- ITAR 22 CFR 120-130 (LIVE): https://bcesg.org/wa-space-rule-itar-22-cfr-120-130-live/
- EAR ECCN 9A515 (LIVE): https://bcesg.org/wa-space-rule-ear-9a515-eccn-live/
- WA Aerospace Tax Preferences (LIVE): https://bcesg.org/wa-space-rule-wa-aerospace-tax-preferences-live/
- FAR 52.222-50 Combating Trafficking: https://bcesg.org/wa-space-ask-far-52-222-50-combating-trafficking/