

trade paper, a publication shall have all the qualifications of a legal newspaper except that instead of the requirement that it shall contain general and local news, such trade paper shall contain building and construction news of interest to contractors in this state, among whom it shall have a general circulation. The advertisement shall specify the work to be done, shall state the time when the bids will be publicly opened for consideration by the council, which shall be not less than ten days after the first publication of the advertisement when the estimated cost is less than \$100,000 and not less than three weeks after such publication in other cases, and shall state that no bids will be considered unless sealed and filed with the clerk and accompanied by a cash deposit, cashier's check, bid bond, or certified check payable to the clerk, for such percentage of the amount of the bid as the council may specify. In providing for the advertisement for bids the council may direct that the bids shall be opened publicly by two or more designated officers or agents of the municipality and tabulated in advance of the meeting at which they are to be considered by the council. Nothing herein shall prevent the council from advertising separately for various portions of the work involved in an improvement, or from itself, supplying by such means as may be otherwise authorized by law, all or any part of the materials, supplies, or equipment to be used in the improvement or from combining two or more improvements in a single set of plans and specifications or a single contract.

**Sec. 4. EFFECTIVE DATE.**

Sections 1 to 3 are effective the day following final enactment.

Approved May 21, 1985

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**CHAPTER 175 — S.F.No. 609**

*An act relating to human rights; prohibiting the waiver of legal rights or remedies in certain human rights cases; establishing standards for waiver rescission; amending Minnesota Statutes 1984, section 363.031.*

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 1984, section 363.031, is amended to read:

363.031 **LIMITATIONS ON WAIVER PROHIBITED.**

**Subdivision 1. PROSPECTIVE WAIVER PROHIBITED.** Any provision, whether oral or written, of a lease, contract, or other agreement or instrument, which purports to be a waiver by an individual of any right or remedy provided in chapter 363 is contrary to public policy and void. ~~Nothing in this section shall be construed to prevent a waiver given in full and final~~

Changes or additions are indicated by underline, deletions by ~~strikeout~~.

written settlement of an existing, identified claim, whether by grievance, mediation, arbitration, or other settlement agreement if the waiver or release purports to waive claims arising out of acts or practices which occur after the execution of the waiver or release.

Subd. 2. RECISSION OF WAIVER. A waiver or release of rights or remedies secured by chapter 363 which purports to apply to claims arising out of acts or practices prior to, or concurrent with, the execution of the waiver or release may be rescinded within fifteen calendar days of its execution, except that a waiver or release given in settlement of a claim filed with the department or with another administrative agency or judicial body is valid and final upon execution. A waiving or releasing party shall be informed in writing of the right to rescind the waiver or release. To be effective, the rescission must be in writing and delivered to the waived or released party either by hand or mail within the fifteen-day period. If delivered by mail, the rescission must be:

- (1) postmarked within the fifteen-day period;
- (2) properly addressed to the waived or released party; and
- (3) sent by certified mail return receipt requested.

**Sec. 2. EFFECTIVE DATE.**

Section 1, subdivision 1, is effective retroactive to August 1, 1984.

Approved May 21, 1985

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**CHAPTER 176 — S.F.No. 798**

*An act relating to labor; independent school district No. 709; removing educational assistants from civil service; amending Laws 1967, chapter 252, section 2, as amended.*

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Laws 1967, chapter 252, section 2, as amended by Laws 1971, chapter 683, section 1, Laws 1983, chapter 161, section 1, and Laws 1984, chapter 608, section 5, is amended to read:

**Sec. 2. INDEPENDENT SCHOOL DISTRICT NO. 709; EMPLOYEES; EXCEPTIONS.** The term "employees," as used in this act, shall not include members of the school board, superintendent of schools, assistant superintendents of schools, teachers, other employees of the school district whose positions require them to be certified pursuant to rules and regulations adopted by the state board of education, directors, administrative assistants, clerical or similar workers, food service workers, educational assistants, deputy clerk and

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