

**SENATE  
STATE OF MINNESOTA  
NINETY-THIRD SESSION**

**S.F. No. 5038**

(SENATE AUTHORS: MOHAMED)

DATE  
03/18/2024

D-PG  
12409 Introduction and first reading  
Referred to Education Policy

OFFICIAL STATUS

1.1 A bill for an act  
1.2 relating to education; establishing Workplace Readiness Week; proposing coding  
1.3 for new law in Minnesota Statutes, chapter 124D.

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

1.5 Section 1. **[124D.506] WORKPLACE READINESS WEEK.**

1.6 Subdivision 1. Establishment; topics of discussion. The week of each year that includes  
1.7 April 28 must be known as "Workplace Readiness Week." A public high school, to the  
1.8 extent practicable, must annually observe that week by providing information to students  
1.9 on their rights as workers. The topics covered may include but are not limited to the  
1.10 following:

1.11 (1) local, state, and federal laws about the following issues:

1.12 (i) prohibitions against misclassification of employees as independent contractors;

1.13 (ii) child labor;

1.14 (iii) wage and hour protections;

1.15 (iv) worker safety;

1.16 (v) workers' compensation;

1.17 (vi) unemployment insurance;

1.18 (vii) earned sick and safe time;

1.19 (viii) paid family and medical leave;

1.20 (ix) the right to organize a union in the workplace; and

2.1 (x) prohibitions against retaliation by employers when workers exercise these or any  
2.2 other rights guaranteed by law;

2.3 (2) the labor movement's role in winning the protections and benefits described in clause  
2.4 (1); and

2.5 (3) an introduction to registered apprenticeship programs approved under chapter 178,  
2.6 how to access the programs, the variety of programs available, and how the programs can  
2.7 provide an alternative career path for those who do not attend college.

2.8 Subd. 2. **Observed; flexibility.** The Workplace Readiness Week observances must be  
2.9 integrated into the regular school program, consistent with the social studies academic  
2.10 standards, but may also include special events after regular school hours. This integration  
2.11 is encouraged, but not required, to occur during Workplace Readiness Week.

2.12 Subd. 3. **Department of Education.** At the beginning of each school year, beginning  
2.13 with the 2024-2025 school year, the commissioner of education must annually send a written  
2.14 notice detailing the requirements of Workplace Readiness Week and how teachers may  
2.15 access related materials and other resources to every public high school, including charter  
2.16 schools.