



Updates from YWLA and YWP

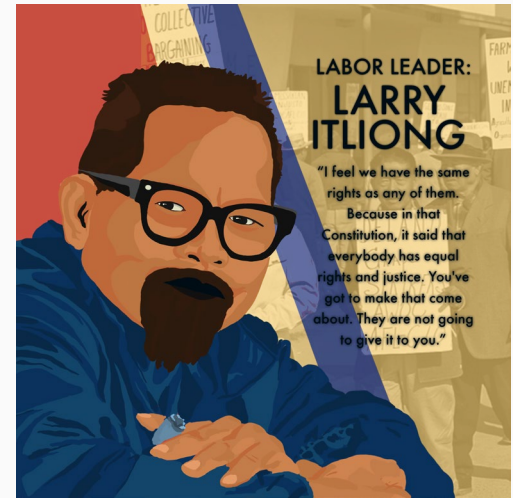
May 15, 2024, Hestia Rojas, LOHP

Young Worker Partnership Updates



SJ4YM Social Media Campaign

- Labor Leaders
- Worker Permit Series
- Young Worker Factsheet



SJ4YM Poster Contest Winners!

**ATTENTION
TEEN WORKERS!**



**IS YOUR EMPLOYER DOING
THEIR JOB?**

TO CREATE A SAFE WORK ENVIRONMENT

WORK SAFETY IS A RIGHT!

LEARN MORE AT:

WWW.YOUNGWORKERS.ORG

Third Place
**Mateo
Murcia**
International
Polytechnic
High, West
Covina, CA



Second
Place
**Angelina
Barseghyan**
Ulysses S.
Grant High
School
(LAUSD)

First Place

Christine Choi

California School of Art and Design,
Pleasanton, CA



AB800 Legislative Update

- Starting August 2024, high school students will be required to learn about labor laws
- Week containing April 28th will be designated as Workplace Readiness Week
 - School districts required to facilitate related programming
- Schools will need to share a fact sheet with info about:
 - Misclassification of employees as independent contractors
 - Unemployment insurance
 - Paid Sick leave
 - Prohibition of retaliation

KNOW YOUR RIGHTS!
CONGRATULATIONS ON YOUR NEW JOB.
YOU ARE NOW A YOUNG WORKER—THAT
MEANS YOU NEED TO KNOW YOUR RIGHTS!



More information on all these topics is available online. Scan the QR code.

Make sure your boss pays you correctly, and on time, and doesn't make you pay for extras, like uniforms. You have the right to sick leave, breaks, a safe workplace, and more.

Don't get paid in cash!
You could get scammed! Your employer has to give you a pay stub showing your hourly wage, the hours you worked, your available paid sick leave, taxes, and other deductions. Most of the time this will be a version you access online.

EARNINGS STATEMENT

EMPLOYEE NAME	SSN	EMPLOYEE ID	CHECK NO.	PAY PERIOD	PAY DATE	
	63254123	76236		06/28/20 - 07/04/20	07/06/20	
INCOME	RATE	HOURS	CURRENT TOTAL	DEDUCTIONS	CURRENT TOTAL	YEAR-TO-DATE
Regular	22.00	40.00	880.00	FICA MED TAX FICA SS TAX FED TAX CA ST TAX SDI	12.76 54.56 131.20 52.80 8.80	344.52 1473.12 3542.40 1425.60 237.60
Sick Leave: Hours Available 24.00						
YTD GROSS	YTD DEDUCTIONS	YTD NET PAY	CURRENT TOTAL	CURRENT DEDUCTIONS	NET PAY	
23760.00	7023.24	16736.76	880.00	260.12	619.88	

MINIMUM WAGE! Page 1 / 4

SJ4YM Resource Kit

What's the Deal with AB800?

- FAQ about AB800 with language from the bill
- Provides information about what topics need to be covered



AB800

WHAT YOU NEED TO KNOW



1 What is AB800?

AB800 is a law that will designate the week of April 28th, starting in 2024, as **Workplace Readiness Week**. This law stipulates that the month of May should be recognized as Labor History Month in all public schools across California. School districts are encouraged to commemorate the month by designing educational activities to teach students about the labor movement. There are also mandates around specific educational programming that should be integrated into school districts for the week that includes April 28th.



2 What is the goal of AB800?

AB800 aims to ensure high school students **know their rights on the job** and where to seek help if they face abuses. The goal is to **empower young workers** with resources and education so that they can enter the workforce with a strong understanding of their rights as workers.



3 What are the requirements of AB800?

- All public high schools, including charter schools must provide information to their students on their rights as workers
- Additional curriculum on the topics below must be integrated into the established curriculum of 11th and 12th graders
- Schools are encouraged to plan special events outside of school hours
- Starting August 2024, any minor who requests a work permit must be provided a document explaining their basic labor rights, with a QR code to access more information about resources



4 What topics must be covered as part of AB800?

- Prohibitions against misclassification of employees as independent contractors
- Child labor
- Wage and hour protections
- Worker safety
- Workers' Compensation
- Unemployment insurance
- Paid sick leave, paid family leave, state disability insurance, California Family Rights Act
- The right to organize a union in the workplace
- Prohibitions against retaliation by employers when workers exercise these or other rights guaranteed by law
- The labor movement's role in winning the above protections
- An introduction to apprenticeship programs



5 What resources will be available to teach this content?

An educational fact sheet on young worker rights will be distributed to school districts to distribute to students. This fact sheet will include a QR code for young workers to access additional information about their rights and how to enlist help if their rights are violated.



6 How can teachers receive more information about AB800?

Information regarding AB800 is still developing. The UCLA Labor Center is developing a curriculum to support teachers to educate youth about workplace rights. Initial resources will be sent out to school districts starting August 2024. Every year, the superintendent will send a written notice with details about workplace readiness week, at least one month before the start of workplace readiness week, including how teachers can access educational resources.




https://leginfo.ca.gov/legis/2023/07/01/01017611_bill_202302040AB800

SJ4YM Resource Kit

Second page includes:


- Resources for teachers to learn more about young workers
- Ideas for activities to facilitate for Workplace Readiness Week
- Helpful materials available on our website for teachers



AB800 RESOURCES AND ACTIVITIES

Want to educate yourself on young worker health and safety? Here are some helpful resources:

Listen to the New York Times' Daily episode **[A New Child Labor Crisis in America](#)** to learn more about how young people have been crossing the border to work some of the most dangerous jobs in the United States



Did you know that young workers often receive the fewest protections and benefits? Read UCLA's report: **[California's Future is Clocked In: The Experiences of Young Workers](#)** to learn more about working conditions for young workers.

Need activities for Workplace Readiness Week? Here are some ideas:

Host a young worker health and safety info. fair during free periods and distribute the **[Are You a Working Teen? Fact sheet](#)**


Recruit a group of students to prepare a school wide presentation on recent trends in young worker health and safety using our **[2023 Resource Kit](#)**

Host a Labor Rights bingo from the **[Youth at Work: Talking Safety curriculum](#)** for a class of students

Prepare a schoolwide presentation highlighting issues in young worker health and safety, and include information on young workers unionizing and organizing. Articles about this can be found **[here](#)**, **[here](#)**, and **[here](#)**

For more information about young worker health and safety, visit younoworkers.org for resources, activities and information!

Looking for helpful materials to teach your students about workplace health and safety during Workplace Readiness Week?




Review the **[Are You a Working Teen? Fact sheet](#)** (also available in **[Spanish](#)**) with your students and then have them review the information they learn in a jeopardy game found **[here](#)**.

Teach your students about health and safety using an activity from the **[Youth at Work: Talking Safety Curriculum](#)**.

Do you place students in employment opportunities? Educate partnering employers about AB800 and provide them with our **[Facts for Employers](#)** resource so they can learn more about how to protect young workers.

Before you issue a work permit, equip your young workers with knowledge about health and safety that they need to be safe on the job using our **[Work permit readiness tests](#)**.

Students can review short informational videos about workplace health and safety and then test their knowledge through a short quiz. Upon successful completion of the quiz, students will receive a certificate indicating they have passed.



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This resource kit was developed by the Labor Occupational Health Program. These materials are part of the of the California Partnership for Young Worker Health and Safety administered by the Commission on Health and Safety and Workers' Compensation in the Department of Industrial Relations through an Interagency agreement with the Labor Occupational Health Program at the University of California, Berkeley.

YWLA Community Project Updates



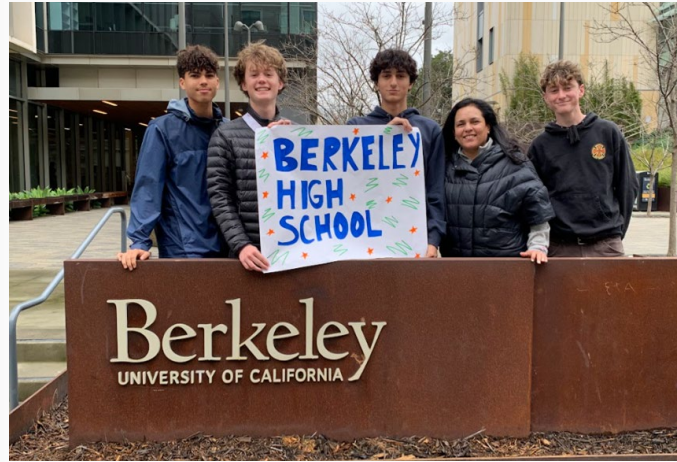
Berkeley High School

About the team:

- We are sophomores at Berkeley High School, we love soccer and helping our community.

About their project:

- The goal of our project is to educate youth soccer players in our community about their rights as young workers and prepare them for their jobs.



North Monterey County High School

About the Team:

- The student are from Castroville, a small community of agricultural workers. Many of these residents attend their school and work job to support their families. This team wants to inform workers of their rights.

About the Team's Project:

- Created a pamphlet and will be creating a podcast about a young worker who didn't know their rights



YouthBuild Charter School Team

About the School:

- Located in El Monte (Los Angeles County)
- School serving young people ages 16-24 who were pushed out of the traditional school system
- Provide students with vocational training, counseling, leadership development, etc.

About the Team's Project:

- Outreach event at YouthBuild Day (includes 10 other schools from LA County)
- Designed and printed shirts and pins with slogan "NO TE DEJES" (DON'T LET YOURSELF)
- Asked questions based on "Are You a Working Teen?" factsheet; gave pins and buttons as prizes



YO Watts Youth Center

About the Center:

- Located in Southeast Los Angeles
- Part of the LA City Economic Workforce Development Department
- Provide educational and employment opportunities for 14-24 year old South LA residents who are unemployed, out of school, and/or facing additional barriers for employment and education

About the Team's Project:

- Working on a video highlighting young workers' safety rights
- Will incorporate this video as part of their youth summer jobs program orientation



The camera swings to the table leading into the restaurant

2. EXT - FAST-FOOD RESTAURANT -- DAY

The camera pans gracefully across the scene, capturing the energy and vibrancy of the establishment.

3. INT - FAST FOOD RESTAURANT - DAY

The lighting is warm and inviting. SARAH, MIKE, and LUCY, three teenagers, are working together behind the counter and in the busy kitchen. They all work together.

Sarah takes orders at the counter, Mike manages the fry station, and Lucy handles the drive-thru window. Each movement is precise and purposeful.

SARAH

(to Mike, concerned)

Hey, Mike, watch your step. That floor looks slippery.

CUT TO:

ns through the kitchen, doing his best to squeeze everyone. Doing so, Mike slips on a wet floor near the tion. Sarah rushes over to him.

Mike falls through the air, everything and e freezes in place. The narrator walks in.

NARRATOR

7. INT. BREAK ROOM -- DAY

Sarah, Mike, and Lucy gather in the break room during their meal break. The camera circles around them.

8. INT. BREAK ROOM - DAY

The teens discuss their rights and responsibilities on the job.

9. INT. SAFETY TRAINING SESSION - DAY

The camera glides smoothly through the safety training session, capturing the engaged expressions of Sarah and her colleagues.

10. INT. TEAM MEETING - DAY

Lucy delivers a motivational speech to her coworkers.

The narrator's voiceover emphasizes the impact of the teens' actions.

NARRATOR (V.O.)

Golden Valley

About the school:

- Located in Merced, CA
- Students engage in workplace training as part of their program
- Community outreach is a focus of the school

About the Team's Project:

- Working on a presentation for students at their school
- Plan to integrate interactive activity to teach about young worker health and safety

WHAT DO YOU THINK IS THE MINIMUM WAGE IN CA?



The minimum wage as of January 1, 2024 is...

\$16.00/hour

It varies on the state.

What does OSHA stand for?

O

S

H

A

OCCUPATIONAL

SAFETY

HEALTH

ADMINISTRATION

OSHA's job is to improve worker safety and health protection! They "ensure safe and healthful working conditions for workers by setting and enforcing standards and by providing training, outreach, education and assistance".

BREAKS



By law, your employer must provide:

Unpaid 1/2 hour meal break after 5 hours

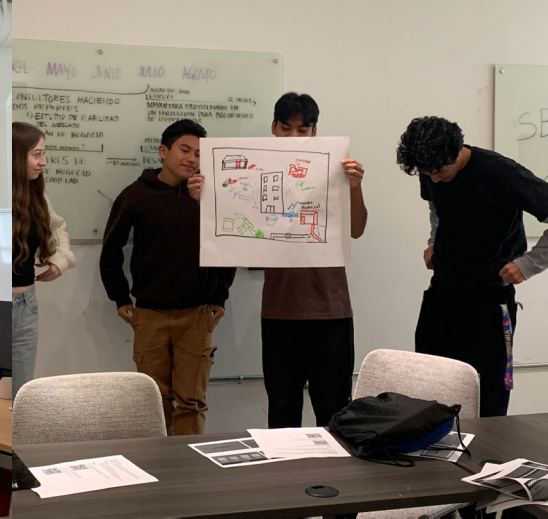
Paid 10 minute rest period after each 4 hours

Without breaks, workers are more susceptible to injuries or loss of focus which can lead to unproductivity at work.

Garment Worker Resource Center

Project:

- Topics:
 - Basic Wage and Hour Rights
 - Health and Safety Rights
 - Health and Safety Rights of Young Workers in the Garment Industry
- Tools used:
 - Canva Slide Deck
 - Kahoot
 - Hazard Map Activity
 - Pyramid Game Activity
- Reach:
 - 12 young workers (most also part of the center)
 - 2-hour Training!



Conferences Attended



Labor Notes Conference Report Back

- Labor Notes is an International conference for union members in Chicago
- LOHP partnered with young workers from Strippers Equity NoHo and Starbucks Workers United to share about their health-and-safety campaigns, and practice how to identify hazards at work, map them with their co-workers, and brainstorm the most effective solutions.

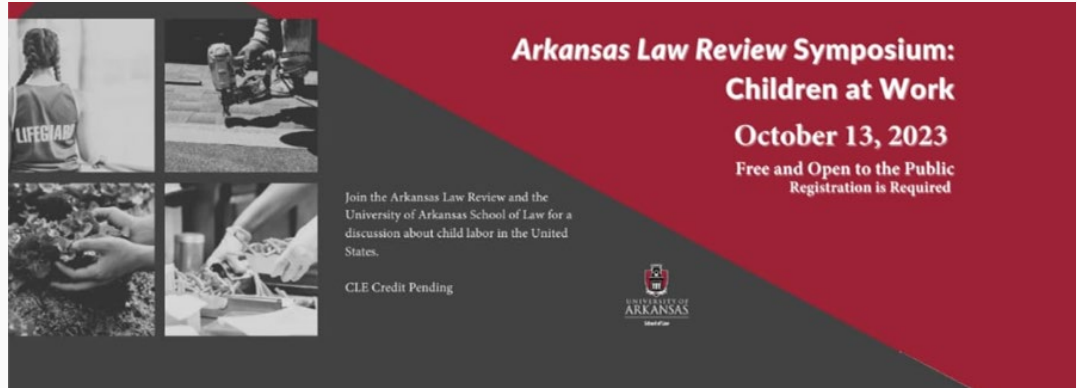


Catalina Workability Conference

- Presented to around 40 teachers at a workability conference in Catalina
- Presented the Youth at Work: Talking Safety Curriculum
- Gave legislative updates including AB800 and SB532



Arkansas Law Review Symposium





**Arkansas Law Review Symposium:
Children at Work**

October 13, 2023

Free and Open to the Public
Registration is Required

Join the Arkansas Law Review and the University of Arkansas School of Law for a discussion about child labor in the United States.

CLE Credit Pending



Questions?