

# Workplace Readiness Week

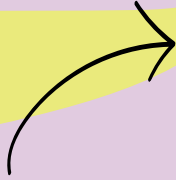
## Day Five

Created by the  
Young Workers Education Project with the  
UCLA Labor Center

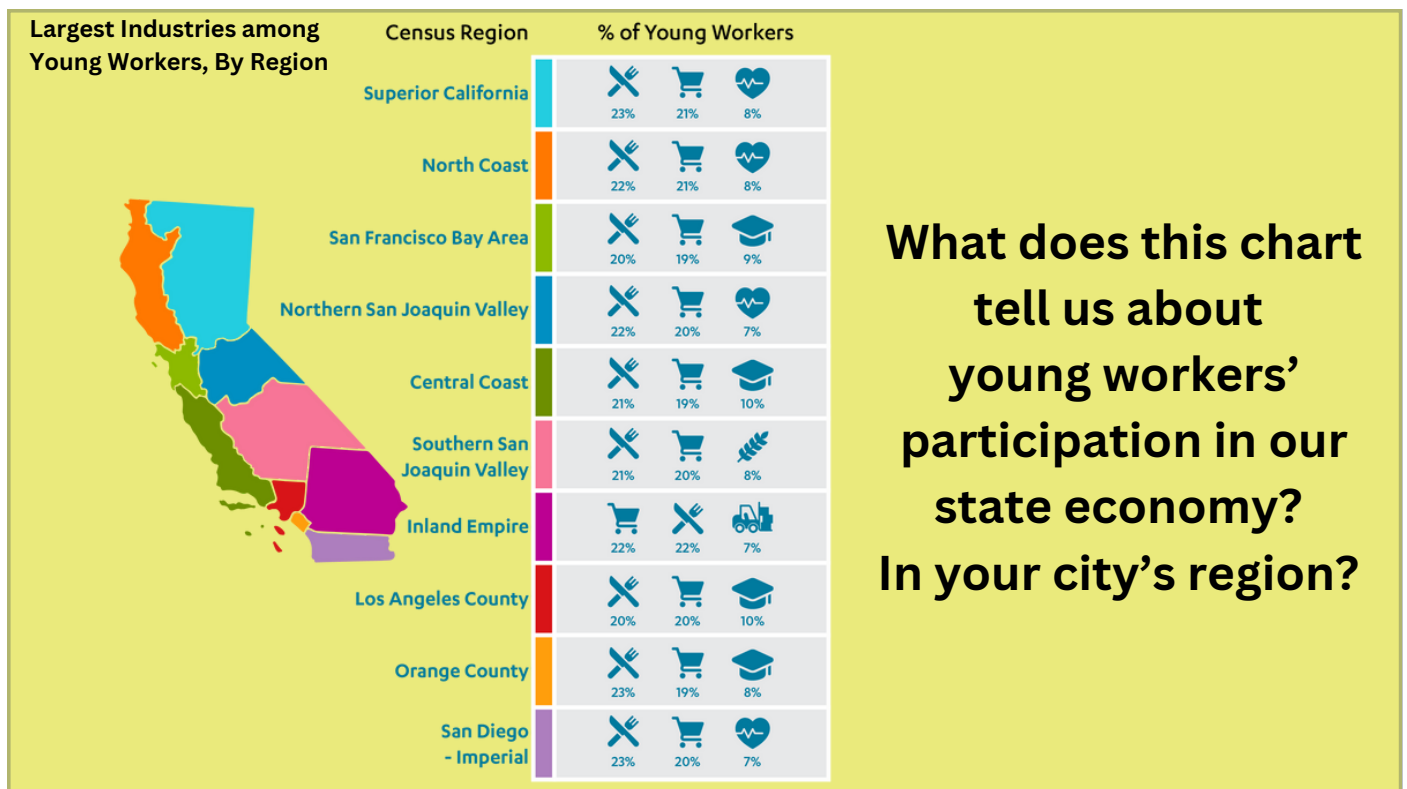


Welcome students to the final day of Workplace Readiness Week. Today, they are going to take action based on this week's learning.

# enforced?



**Take out the Know Your Rights document for today's activities!**



Ask the question to the class and give them 1 minute to analyze the chart.

Hold a 2 minute whole class conversation based on their thinking.

This information can be found in this report from UCLA's Labor Center:

<https://www.labor.ucla.edu/publication/california-future-clocked-in-young-workers/>

## What do these statistics tell us about young workers in our state?

- There were 2.11 million young workers, comprising 45% of all young people ages 16–24 and 12% of California’s working population.
- Approximately 3 out of 4 young workers (72%) were people of color, and over 50% were Latinx.
- 15% of young workers aged 16–18 worked full time.
- 50% of young workers aged 19–24 worked full time.
- 61% were frontline workers, who work directly with clients, customers, or service recipients.



Ask students to review this slide and have a conversation with a partner about the information on this slide. What do these statistics help us understand about young workers in our state?

Give students 3 minutes to read and discuss before holding a 3 minute whole class conversation.

Found at: <https://www.labor.ucla.edu/publication/california-future-clocked-in-young-workers/>

The state of California wants students to know their rights in the workplace. Workplace Readiness Week has helped everyone in this class better understand these rights.

## **What about everyone else?**

Remind students that they have learned about their workplace rights, the history of how these rights were developed, the resources available to protect and enforce these rights, and actions that they can take with their co-workers to make certain that their workplace is respecting these rights.

However, there are plenty of young people who have not experienced Workplace Readiness Week and are going to work everyday.

## Confronted With Child Labor in the U.S., Companies Move to Crack Down

McDonald's, Costco and other major brands say they are stepping up efforts to keep minors from the grueling, often dangerous work that goes into their products.

Share full article



Darigold processes milk from Northwest dairy farms where children were found to be working in violation of labor laws. Ruth Fremson/The New York Times

**This article was written on February 7, 2024.**

**The first step in protecting your rights, is knowing your rights.**

**We are going to share our learning with folks outside of this classroom.**

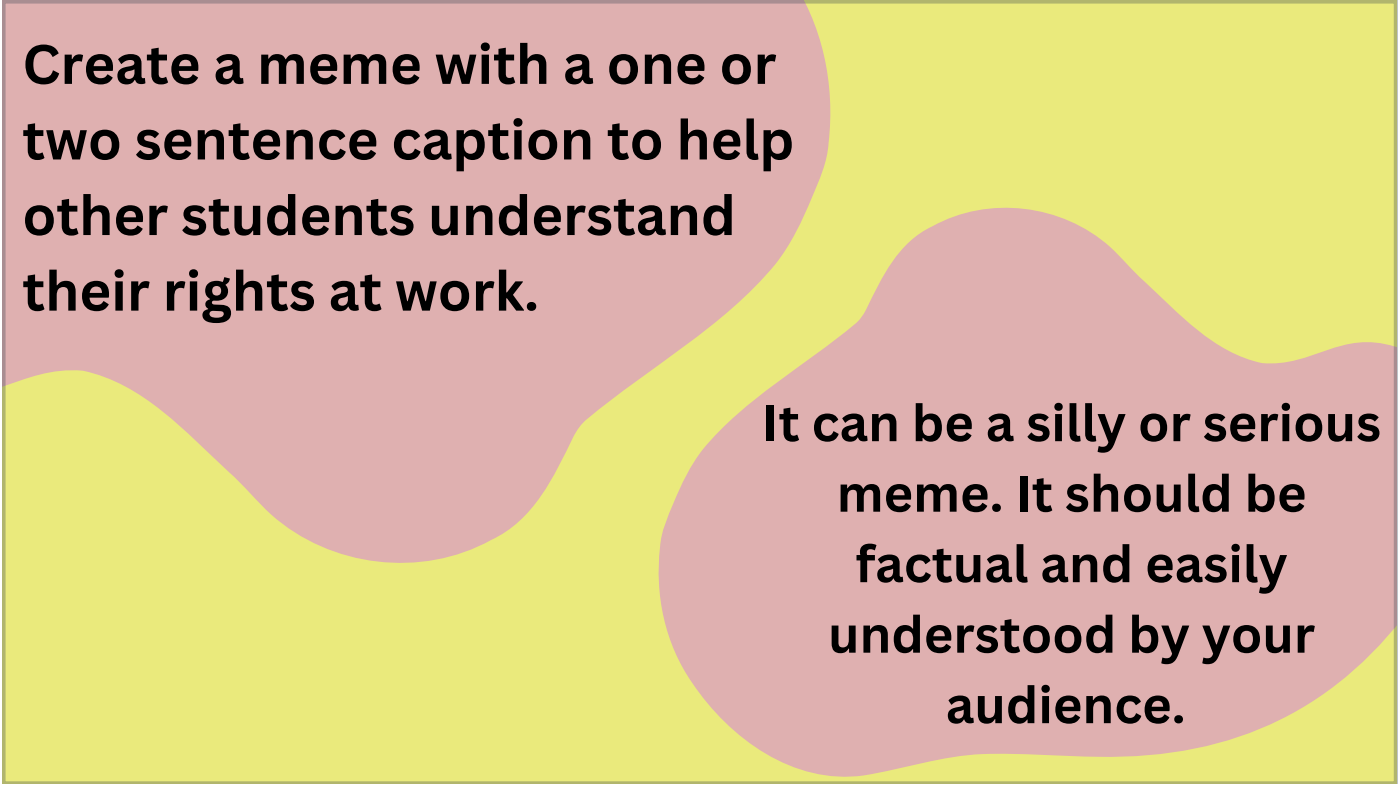
On the first day of this week, we showed students a news story about child labor being used by U.S. companies. We know the law is being violated. We know that more and more violations are being caught by the government. At the same time, more and more young people are joining the workforce.

# **YOUR TASK:**

**You and a partner are going to create a social media post about workers' rights.**

**The post should be something that can be easily shared on your school's website or IG account. It needs to include information you learned during Workplace Readiness Week. Use the Know Your Rights document, notes you have taken, and reading you have done during this week to develop this post.**

Review this slide with students.



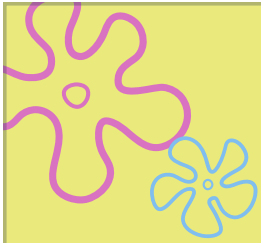
**Create a meme with a one or two sentence caption to help other students understand their rights at work.**

**It can be a silly or serious meme. It should be factual and easily understood by your audience.**

Student work produced at the end of this lesson can serve as an assessment of learning. They can be evaluated or graded on:

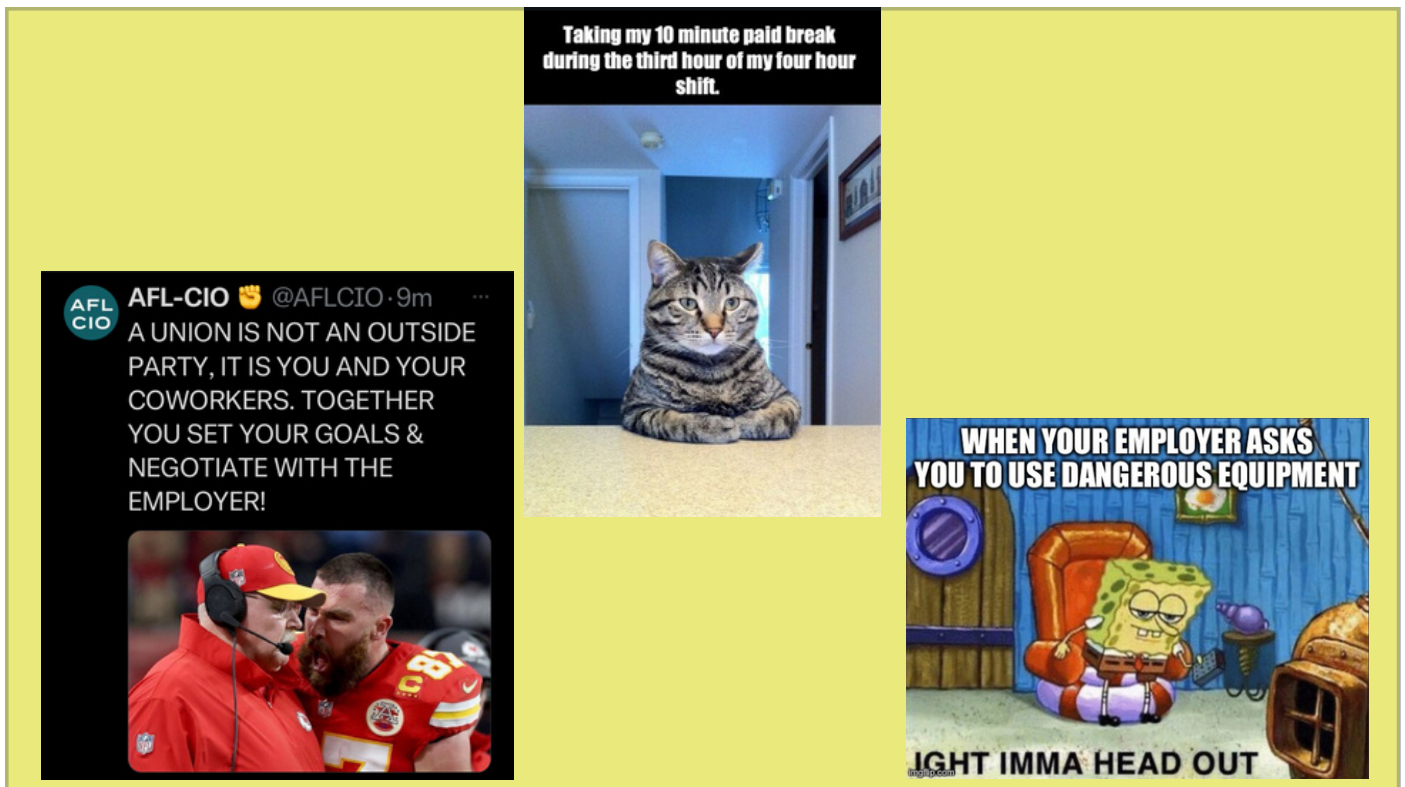
- use of references and learning from this week
- clarity of message
- design





**Let's take a look at some examples....**





These are some examples of memes to share with students. Ask students to pick which is the best one. Discuss with students what makes for a memorable or sharp or funny meme.



People under 18 may not use power tools or drive heavy machinery at work.  
#WorkplaceReadinessWeek #WRW #KYR

**Taking my 10 minute paid break  
during the third hour of my four hour  
shift.**



**Employees get a paid, 10 minute break  
for every four hours worked and an  
unpaid, uninterrupted 30 minute lunch  
for every five hours worked.  
#WRW #KYR**



**AFL-CIO** 🦊 @AFLCIO · 9m ...

A UNION IS NOT AN OUTSIDE PARTY, IT IS YOU AND YOUR COWORKERS. TOGETHER YOU SET YOUR GOALS & NEGOTIATE WITH THE EMPLOYER!



**Workers have the right to organize a union at their job to bargain over wages and working conditions with their employer.  
#WRW #KYR**

**You and your partner have 20 minutes to create  
a Workplace Readiness Week post.**

**Your post will be evaluated on:**

**Use of  
references  
and learning  
from this  
week**

**Clarity of  
message**

**Design-  
combination of  
chosen images  
and text**

As students work, walk around the room and check in with groups. Encourage them to take on various rights from those listed on the KYR document. There should be some diversity in their topics with limited repetition. These posts are intended to be shared with the larger school wide community.

## **Before you submit to share your post.....**

- ✓ **Check for grammar and spelling errors**
- ✓ **Check to make certain that your post has a clear message**
- ✓ **Check that your post has the #WRW and #KYR tags**

Students can submit to your school's Learning Management System for sharing with the class. Once the posts have been shared and reviewed, they should be shared with your school's Student Government class to post on their Instagram page. Another option is posting these on the school's landing page so that all community members can view this work.

For now, you can project their submissions for the whole class to view. Let students enjoy each other's work by projecting the memes from the class' page or giving them time to sit with their partner and look through the online gallery.



**American workers have spent over 150 years to create, enforce, and protect our rights at the workplace!**

**Remember you have rights at work and those rights need to be respected.**



As students wrap up their work, show this slide to demonstrate to students that working people have organized unions, fought to pass supportive laws, and taken action for these rights we have discussed this week.



**Thank you for being part of  
Workplace Readiness Week!**



**Young Workers  
Education  
Project**

Thank students for a great week of learning!