

Work Hours for Teens under 16 years old:

A minor under the age of sixteen may not be employed or permitted to work during school hours except as authorized by the proper school authorities.

A minor under the age of sixteen may not be permitted to work:

- ◆ Before 7:00 a.m. or after 7:00 p.m. between Labor Day and June 1.
- ◆ Before 7:00 a.m. or after 9:00 p.m. between June 1 and Labor Day.
- ◆ Work more than eight hours in any 24-hour period, or more than 40 hours in any week.
- ◆ When school is in session, a minor under the age of sixteen may not work over eighteen hours a week (three hours on school days and eight hours a day on Saturdays, Sundays, and holidays).

Who do I call?

If your child has been injured, harassed, lost wages, placed in an unsafe position, or are asked to work excessive hours please contact the appropriate agency.

Workplace Safety

Utah Occupational Safety and Health Division (UOSH) 801-530-6901

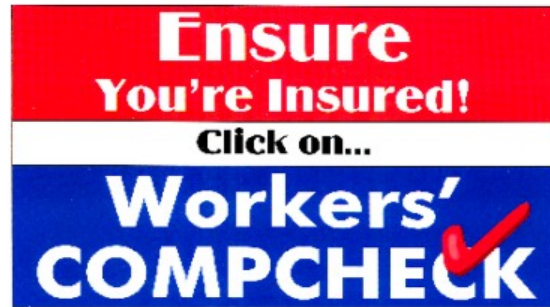
Discrimination or Harassment

U.S. Equal Employment Opportunity Commission 1-800-669-4000

Wage Issues, Employment Standards

Utah Antidiscrimination and Labor Division 801-530-6801

Toll Free 1-800-222-1328



The Industrial Accidents Division of the Utah Labor Commission has a link on their website to the National Council on Compensation Insurance, Inc (the NCCI is the largest provider of workplace injury data and statistics in the nation). By accessing this site you can see if an employer has Workers' Compensation Insurance. Go to the Labor Commission website (www.laborcommission.utah.gov) and click on the **Ensure You're Insured** box on the home page.

OSHA says that by law every employer must provide:

- A safe and healthful workplace.
- Training on chemicals and other health and safety hazards at your job.
- Safety equipment that workers need to do the job.

Help your child identify hazards

Hazards are the conditions or items that can cause a workplace injury. Every household has cleaning chemicals, or other items that are marked HAZARDOUS on the label which help us to identify what we should lock up or store in a place where our children cannot accidentally come in contact with this hazard. In the work place these items will also be marked HAZARDOUS, but they are not the only hazards they might come in contact with.

Discuss with your child other types of hazards they might be exposed to, such as: Hot surfaces, machines without guards, falling objects, slippery floors, solvents, wood dust, pesticides, molds, used needles, poor air quality, poor lighting, noise, vibrations, heavy lifting. There are an untold number of hazards that your child may come in contact with.

Additional information is available in our publication "The Youth Workers Guide to Workplace Safety". If you would like a copy of this publication, please call Utah OSHA Consultation at: 801-530-6855, or go to our website <http://laborcommission.utah.gov/UOSH>.

Utah OSHA Consultation Program
Presents:

A Parent's Guide to Youth Workers

Talk Safety with your Child

Teenagers are twice as likely to be hurt on the job as are their adult coworkers. Approximately 158,000 sustain work-related injuries, 52,600 were serious enough to be treated in the emergency room. In 2007 38 youths under 18 died from work-related injuries, this was down from the 134 fatalities in 2004. The leading causes of teenage deaths on the job are:

- ◆ Motor Vehicle Crashes
- ◆ Motorized Equipment Operation, ex. Forklifts
- ◆ Operating Machinery
- ◆ Homicide in retail industries
- ◆ Construction

(Source: Bureau of Labor Statistics, & NIOSH)

Does My Child Work for a Safe Company?

On the OSHA website (www.osha.gov), you can look to see if a company has been cited by OSHA, and the frequency of violations. Look for **Statistics** on the right side of the page, which will link you to the establishment search

These statistics are staggering and the number of injuries can be reduced by proper training, working in an age appropriate job, and proper supervision. You already talk to your child about alcohol and drug abuse, now is the time to talk with your teenager about their job.

Some questions you may want to ask your child are:

- ◆ What type of training have you received?
- ◆ What types of equipment do you operate?
- ◆ Do you have adult supervision?
- ◆ Is there a process for identifying safety and health problems?

area of the website. Click on Establishment Search and then enter the name of the company in the box provided. If you see several accidents or violations, that company might not be the best place for your child to work. However, not having



Take some time to visit your child at their workplace. See if you notice any hazards that they might be in contact with, and learn what the actual job processes are that your child performs on a daily basis. There is a list of jobs that youths can and cannot do in this newsletter. Read over them and make sure that your child falls in line with these requirements.

This newsletter has been created to assist you in keeping your child safe in the workplace.



any violations does not guarantee the safety of a company.

MAY 2009

Utah OSHA Consultation

Phone: 801-530-6855

Fax: 801-530-6992

Utah Labor Commission

Phone: 801-530-6800

Inside this issue:

Hazardous Occupations	2
Occupations for youths 13 years and younger	2
Occupations for youths older than 14	2
Occupations for youths 14 and 15 years of age	2
Occupations for youths 16 and 17 years of age	3
Work hours for youths under 16	4
Who do I call?	4
Workers' Comp-check	5

Youth Workers at Risk

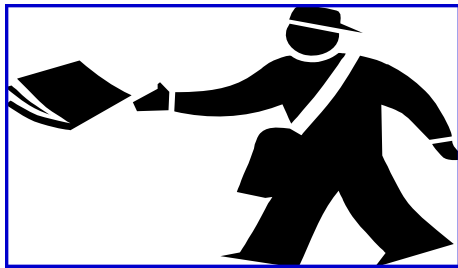
Youth Workers are at risk of workplace injuries because of their inexperience at work and their physical, cognitive, and emotional developmental characteristics. Youth Workers often hesitate to ask questions and may fail to recognize workplace dangers. (Source OSHA Young Worker Fact Sheet.)

Hazardous Occupations

The U.S. Secretary of Labor has identified occupations that are too dangerous for anyone under 18 to perform (list is located on the right side of this page). The rules prohibiting working in hazardous occupations apply either on an industry basis, or on an occupational basis no matter what industry the job is in. Parents employing their own children are subject to these same rules; the family owned business exemptions does not apply to this list.

Some of these hazardous occupations have definitive exemptions. In addition, limited apprentice, student-learner exemptions apply to those occupations marked with an *.

For more information regarding these exemptions please go to the Department of Labor website: www.dol.gov.



Youths under 13 years of age may:

- ◆ Deliver newspapers
- ◆ Work as a baby-sitter
- ◆ Work as an actor or performer in motion pictures, television, theatre, or radio
- ◆ Work in a business solely owned or operated by their parent(s) (except any occupation listed on the Hazardous Occupation List)
- ◆ Work on a farm owned or operated by their parent(s)

Hazardous Occupations That Youth Under 18 Cannot Perform:

- ◆ Operation in or about establishments manufacturing or storing explosives or articles containing explosive components
- ◆ Motor vehicle drivers and helpers
- ◆ Coal mining operations
- ◆ Logging operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill
- ◆ *Operation of power-driven woodworking machines
- ◆ Jobs involving exposure to radioactive substances and to ionizing radiation
- ◆ Operation of power-driven hoisting apparatus
- ◆ *Operation of power-driven, metal forming, punching and shearing machines
- ◆ Operation connected with mining other than coal
- ◆ Meat processing operations
- ◆ Operation of certain power-driven bakery machines
- ◆ *Operation of certain power-driven paper-products machines
- ◆ Manufacture of brick, tile and clay products
- ◆ *Operation of circular saws, band saws and guillotine shears
- ◆ Wrecking, demolition, and shipbuilding operations
- ◆ *Roofing operations
- ◆ *Excavation operations

Youths older than 14 years of age may work in the following places of business:

- ◆ An Office
- ◆ A Grocery Store
- ◆ A Retail Store
- ◆ A Restaurant
- ◆ A Movie Theater
- ◆ A Baseball Park
- ◆ An Amusement Park
- ◆ A Gasoline Service Station

The jobs that a 14 and 15 year old may do in a retail and service industry are:

- ◆ Bagging and carrying out customer's orders;
- ◆ Cashiering, selling, modeling, art work, advertising, window trimming, or comparative shopping;
- ◆ Cleaning fruits and vegetables;

(Continued on page 3)

Job descriptions for 14 and 15 year old youth cont.

(Continued from page 2)

- ◆ Clean-up work and grounds maintenance - The young worker may use vacuums and floor waxers, but he or she cannot use power-driven mowers, cutters, and trimmers;
- ◆ Clean cooking equipment, including the filtering, transporting and dispensing of oil and grease, but only when the surfaces of the equipment and liquids do not exceed 100° F;
- ◆ Delivery work by foot, bicycle, or public transportation;
- ◆ Kitchen and other work in preparing and serving food and drinks, but not cooking or baking (see hazardous jobs);
- ◆ Office and clerical work;
- ◆ Pricing and tagging goods, assembling orders, packing, or shelving;
- ◆ Pumping gas, cleaning and polishing cars and trucks (but the young worker cannot repair cars, use garage lifting rack, or work in pits);
- ◆ Wrapping, weighing, pricing, stocking any goods as long as the young worker does not work where meat is being prepared and does not work in freezers or meat coolers.



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Youths 16 and 17 years old may work in:

You can work in any job or occupation that has not been declared hazardous by the Secretary of Labor

You generally may not work in any of the following HAZARDOUS OCCUPATIONS

- ◆ Manufacturing and storing of explosives
- ◆ Driving a motor vehicle and being an outside helper on a motor vehicle (limited exemption for 17 year olds includes: driving automobiles and trucks on public roads as part of their employment on an "occasional and incidental" basis if **all the following are met:**

The gross vehicle weight does not exceed 6,000 pounds

The driving is limited to day light hours

The driving is limited to a 30-mile radius of the minor's place of employment

The 17-year old holds a state license valid for the type of driving involved

The 17-year old has successfully completed a state approved course and has no record of any moving violations at the time of hire

The driving may not involve:

Towing vehicles

Route deliver or route sales

Transportation for hire of property, goods, or passenger

Urgent, time-sensitive deliveries

Transporting more than three passengers, including employees of the employer

More than two trips away from the primary place of employment in any single day to deliver the employer's goods to a customer (other than urgent, time-sensitive deliveries which are prohibited)

More than two trips away from the primary place of employment in any single day to transport passengers other than the employees of the employer

- ◆ Coal mining
- ◆ Logging and sawmilling
- ◆ Power-driven hoisting apparatus which includes elevators, cranes, derricks, hoists, highlift trucks (including forklifts), portable elevators, and piling machines
- ◆ Power-driven metal-forming, punching, and shearing machines
- ◆ Mining, other than coal mining
- ◆ Meat packing or processing (including the use of power-driven meat slicing machines)
- ◆ Power-driven bakery machines
- ◆ Power-driven paper-product machines
- ◆ Manufacturing brick, tile, and related products
- ◆ Power-driven circular saws, band saws, and guillotine shears
- ◆ Wrecking, demolition, and ship breaking operations
- ◆ Roofing operations and all work on or about a roof
- ◆ Excavation operations (except: working in, manually excavating, and manually backfilling trenches less than four feet in depth)