

Orienting Worksite Supervisors about Teen Health and Safety:

Steps and Resources for Job Placement Professionals

Your youth employment training program is responsible for ensuring that all participants work in a safe and healthful environment. While your program can provide youth with a basic introduction to health and safety issues, each participant's worksite supervisor should also provide job-specific health and safety training. Follow the steps below and use the attached materials to help you discuss key issues with the supervisor.

Steps for Job Trainers and Job Developers

1. **Bring the following materials (included in this packet) when you meet with the supervisor:**
 - ❑ Training Agreement
 - ❑ Safety Training Checklist
 - ❑ *Facts for Employers—Safer Jobs for Teens* (6-page fact sheet)
2. **Review child labor laws.** Use the *Facts for Employers* handout to make sure the supervisor understands your state's laws and regulations related to:
 - ❑ Hours restrictions
 - ❑ Types of work youth are not allowed to do (restrictions for youth under 18 and/or under 16, depending on the age of the participant)
 - ❑ Work permits, if applicable in your state.
3. **Review health and safety requirements.** Use the "Compliance Checklist" in *Facts for Employers*, which summarizes labor laws covering teens and OSHA regulations protecting all workers.
4. **Review tips for supervisors who work with teens.** Using the "Six Steps" section of *Facts for Employers*, emphasize the following:
 - ❑ **Make sure safety training is "hands-on."** Ask the supervisor to describe how safety training is conducted. Emphasize the importance of doing hands-on training whenever possible.

- ❑ **Encourage teens to ask questions.** Teens may hesitate to ask about things they don't understand. How will the supervisor make sure they feel free to speak up?
- ❑ **Provide adequate supervision.** Who will be the participant's supervisor? Will the participant work alone? Explain that youth working alone have a greater risk of injury.

5. **Review the *Training Agreement*.**

- ❑ **Ask whether there is a written safety policy, and to whom health and safety problems should be reported.** Explain that problem-solving in health and safety is one of the competencies on which the participant will be evaluated. Ask the supervisor to describe how health and safety problems are identified at this workplace, and to whom participants should report any problem they come across. Enter this information on the *Agreement*.
- ❑ **Schedule a health and safety orientation.** Safety training should be provided in specific orientation sessions, and then reviewed as the participant begins to work in that area or with that equipment. Enter information about the planned orientation on the *Agreement*.

6. **Review the *Safety Training Checklist*.** This helps identify the types of hazards about which the participant will be trained. Make sure that any equipment the participant will use is allowed under child labor laws. Make sure training includes emergency procedures as described in the first section of the *Safety Training Checklist*.

7. **Conduct a follow-up visit after the scheduled safety training has taken place.** Attach a copy of the signed *Safety Training Checklist* to the *Training Agreement*.

These materials (“Steps for Job Placement Professionals,” Training Agreement,” and Safety Training Checklist”) can be used as is, or can be tailored for use by your own program by downloading them from www.youngworkers.org. Programs are also encouraged to copy and share these forms with others.

Developed by the Young Worker Safety Resource Center, a project of the Labor Occupational Health Program at U.C. Berkeley and the Education Development Center, Inc, with funding from the Occupational Safety and Health Administration, U.S. Department of Labor, grant number 46J8-HT48 and SH-17043-08-60-F-6 (revisions). This material is now being used under grant # SH20864SHO from the Occupational Safety and Health Administration, U.S. Department of Labor. This material does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

Training Agreement

Worksite _____

Address and Phone _____

Worksite Contact (Name and Title) _____

Youth Participant (Name) _____

Youth Participant's Age _____ Birth date _____

Youth Employment Program Representative (Name and Agency) _____

My signature below attests that:

1. The work experience participant will be provided training and orientation on the safety rules and regulations of the worksite.

Date(s) of training: _____

2. The training will include:

✓ Emergency procedures

✓ Detailed instruction, from a qualified instructor, on all tools, equipment, and machinery that will be used on the job. Equipment and tools include:

3. Our worksite will prohibit the participant from using tools, equipment, and machinery for which training has not been provided.

4. Our worksite will abide by the following:

✓ Applicable child labor laws and regulations

✓ Applicable health and safety laws and regulations

5. For programs in California and other states where it is required: There is a written safety policy applicable to this worksite (Injury & Illness Prevention Program).

The contact person for health and safety problems is: _____

Worksite supervisor signature: _____ **Date signed:** _____

Attach the signed Safety Training Checklist after the training is completed.

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Safety Training Checklist

This checklist is designed to remind supervisors of common health and safety problems. It is not a comprehensive list. You may need to add other items depending on the specific job.

The health and safety issues in this checklist are organized into eight categories:

- Emergency Procedures
- Physical Demands
- Office Hazards
- Hazardous Materials
- Protective Clothing and Equipment
- Tools and Equipment
- Electrical Safety
- Other Hazards

- 1) Supervisors should mark on the checklist all the tasks the participant may do, or tools he or she may use.
- 2) The participant should receive hands-on safety training for each of the specific items checked.
- 3) The participant should initial each item when training has been given.

I have discussed the safety issues checked off on the following checklist with my supervisor, and have initialed each item we covered. I understand my responsibility to demonstrate safe working habits in all my job assignments.

Participant (Signature) _____ Date _____

We have provided training on all of the safety issues checked off on the following checklist.

Supervisor (Signature) _____ Date _____

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EMERGENCY PROCEDURES

Training Student
Needed Initials

” _____ **Exits and Escape Plans**

- Know the emergency escape plan for fires, floods, earthquakes, chemical spills, etc.
- Know where emergency exits are located and how to open them.
- Know where to go if there is an evacuation—designated gathering area, etc.

” _____ **Fire Extinguishers**

- Know how fire alarm system works, and how to respond.
- Know where fire extinguishers are located.
- If appropriate, get training on how to operate fire extinguishers properly.

” _____ **Other Emergency Equipment**

- Know the location of emergency eye wash stations and safety showers.
- Know the location of first aid kits.
- Know which employees nearby are trained in first aid or CPR.

” _____ **In Case of Accident**

- Notify your supervisor immediately if you are injured.
- Follow your supervisor’s instructions for getting medical care—first aid, emergency room, etc.
- Inform your job training program and parents.

PHYSICAL DEMANDS

Training Student
Needed Initials

" _____ **Lifting, Carrying, and Bending**

- Do not lift or carry more than a comfortable weight.
- Seek assistance for large, heavy, or bulky objects. Use hand-powered lifting equipment if available. (Youth under 18 may not use powered lifts or hoists.)
- Bend your knees to pick up objects. Keep your back straight. Use the strength in your legs, not your back.
- When lifting, get leverage by pivoting your body forward.
- Remember that large objects can restrict your view.

" _____ **Reaching Above Shoulders**

- Heavy items should be stored at waist level, where possible.
- Avoid reaching above your shoulders to lift heavy items. The strain is placed mostly on your shoulders, which have less strength than your back muscles.
- You have less control of heavy objects if they are above shoulder height.

" _____ **Protection from Falls**

- Never use a box, chair, file cabinet or table for climbing purposes. Use a ladder or step stools (see "ladders" on page 8).
- Any time you see a spill, clean it up right away, or report it to the appropriate person for cleanup.
- Always use handrails on stairways. All stairs should have standard railings.
- Make sure you can see where you are going. Watch for (and clean up) tripping hazard.

" _____ **Sitting or Standing for Long Periods**

- When sitting, make sure your lower back is supported and chair is at correct height.
- Take breaks and move around to stretch or rest your legs and feet.
- Wear comfortable low-heel non-skid shoes.
- Stand on a mat instead of a hard floor.

OFFICE HAZARDS

Training Student
Needed Initials

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Computers and Word Processing

- Adjust your workstation to fit your body comfortably. See Figure 1.
- When viewing your monitor for long periods of time, avoid keeping your head in a fixed position and your eyes in fixed focus. This can strain eyes, neck, shoulders, and back.
- Take 30-second "microbreaks" periodically. Stretch your arms, shoulders, and back. Roll your head from side to side.
- Do tasks away from the computer periodically to rest your eyes and body.

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Telephones

- Don't cradle the handset between your head and shoulder.
- Keep the cord straight and avoid tangles.
- Be sure telephone cords are placed where no one will trip over them.

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Paper Cutters

- Keep the safety guard in place.
- Keep the blade in a locked position when not in use.
- Keep your fingers away from the edge of the blade.
- When cutting, bring the blade down in a slow, steady motion.

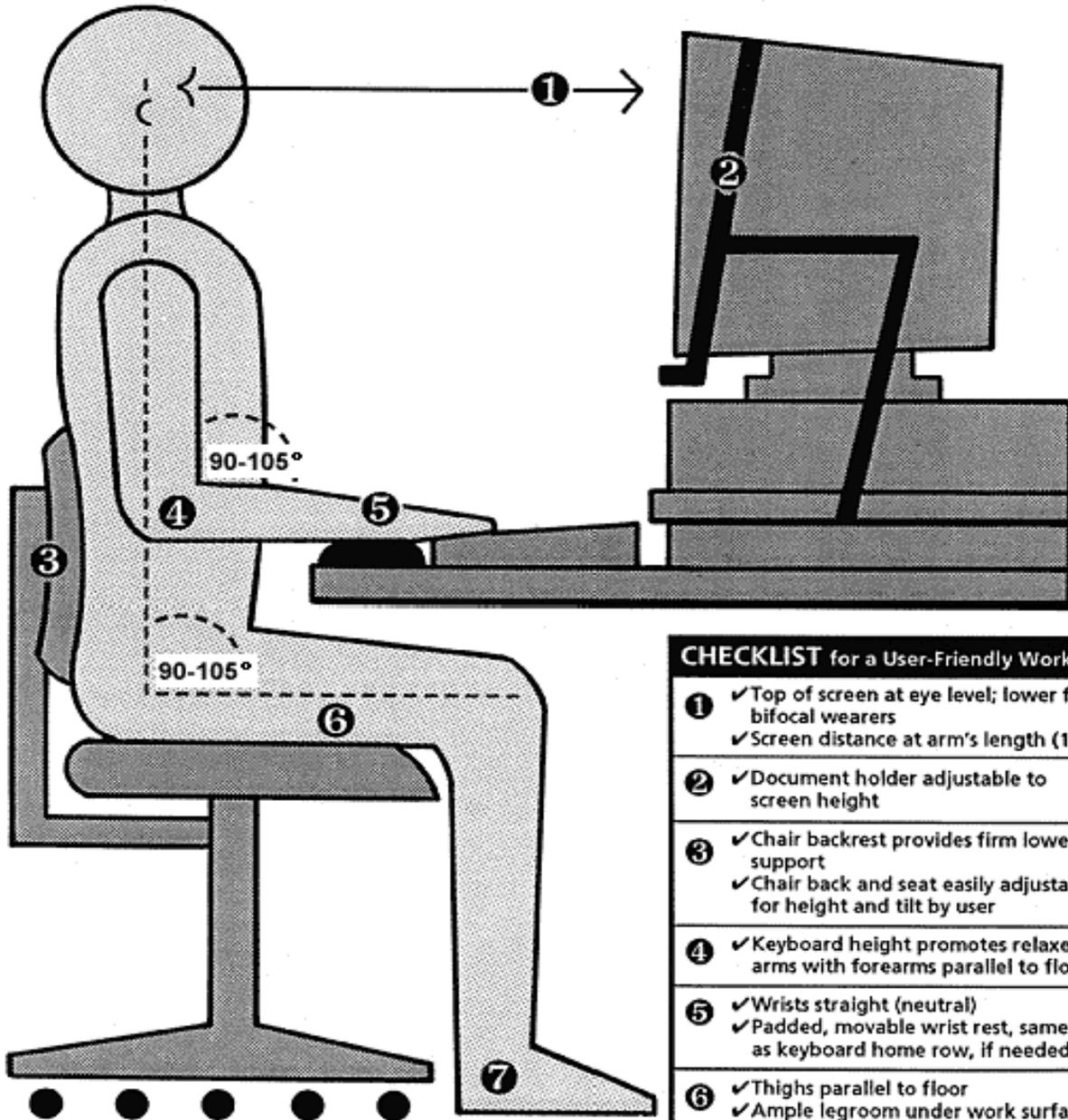
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Paper Shredders

- Avoid loose clothing. Your sleeves, shirt tail, or tie could get caught in the shredder.
- Don't place your fingers near the cutting area to insert or remove objects.
- Read instructions (or ask) about the maximum number of sheets the machine can take.

" — Copiers

- Do not operate a copier until you have been instructed how to do so.
- In case of a problem, inform your supervisor.
- Be careful of hot surfaces inside the machine.
- If you change toner yourself, don't spill it. If you get toner on your hands, wash up immediately.



CHECKLIST for a User-Friendly Workstation	
1	<ul style="list-style-type: none"> ✓ Top of screen at eye level; lower for bifocal wearers ✓ Screen distance at arm's length (15-32")
2	<ul style="list-style-type: none"> ✓ Document holder adjustable to screen height
3	<ul style="list-style-type: none"> ✓ Chair backrest provides firm lower back support ✓ Chair back and seat easily adjustable for height and tilt by user
4	<ul style="list-style-type: none"> ✓ Keyboard height promotes relaxed arms with forearms parallel to floor
5	<ul style="list-style-type: none"> ✓ Wrists straight (neutral) ✓ Padded, movable wrist rest, same height as keyboard home row, if needed
6	<ul style="list-style-type: none"> ✓ Thighs parallel to floor ✓ Ample legroom under work surface
7	<ul style="list-style-type: none"> ✓ Feet rest firmly on floor or foot rest

Prepared by the Campus Occupational Health Program 1992

HAZARDOUS MATERIALS

Training Student
Needed Initials

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___ **Flammable and Combustible Materials**

- Keep materials that can catch fire away from sparks and heat.
- Be careful where you put oily rags and other items that can catch fire easily. Avoid spontaneous combustion.
- Keep containers of flammable liquids tightly closed when not in use.
- Always use in well-ventilated areas.
- Never use flammable materials, such as gasoline, as a cleaning agent.

→ **Remember:** OSHA regulations require specific training for all workers who use hazardous materials or are exposed to blood or body fluids.

"

___ **Cleaning Agents and Other Chemicals**

- Get training on the hazards of chemicals before you work with them.
- Read labels and other instructions on chemical containers thoroughly. Know what to do if you accidentally swallow the chemical, or get it on your skin or in your eyes.
- Ask your supervisor if you have any questions or doubts.
- Use proper protective clothing and equipment.
- Make sure there is good ventilation.
- Do not use bleach and ammonia together.

"

___ **Blood and Body Fluids**

- If you have contact with blood or body fluids on the job, assume they may be infectious.
- Use proper protective clothing and equipment, such as gloves, coveralls, and eye protection.
- Know what to do if you are accidentally exposed.

PROTECTIVE CLOTHING AND EQUIPMENT

Training Student
Needed Initials

" ___ **Eye Protection**

- For some jobs you may need safety glasses, goggles, or a full face shield.
- Safety glasses protect you from sparks, dust, wood shavings, sawdust, etc.
- Goggles or a face shield protect you from splashes of chemicals, blood, etc.

" ___ **Other Personal Protective Equipment**

- If you use gloves, make sure they are the right type. Different gloves protect you from different chemicals.
- Wear appropriate shoes to protect your feet.
- Use of respirators requires specific training. It is not recommended that youth under 18 do work that requires a respirator.

" ___ **Proper Clothing for the Job**

- Don't wear loose clothing around machinery.
- Wear bright, highly visible colors if working outside in the dark.
- If you are exposed to sun, protect your skin by wearing a hat, long-sleeve shirt, and long pants.

" ___ **Protection from Heat and Cold**

- Know the signs of heat and cold stress.
- Take breaks in a different area to cool down or warm up.
- Layer your clothing for comfort.
- If working in the heat, drink water often.

TOOLS AND EQUIPMENT

Training Student
Needed Initials

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Ladders and Stepladders

- Be sure the ladder is in good condition prior to use.
- Face the ladder when going up or down.
- Don't stand on the top two steps of a ladder or stepladder.
- When working near electricity, use a ladder or stepladder that won't conduct current (for example, wood or fiberglass).
- Make sure the ladder or stepladder is in a secure, stable position before using it.

→ **Remember:** Child labor laws prohibit teens under 16 from working on ladders.

"

Hand and Power Tools

- Check tools prior to every use to make sure they are in good working order. Power cords should be in good condition and guards should be in place.
- Do not operate a tool until you have been trained on it.
- Read instructions carefully.
- Ask your supervisor if you have any questions or concerns.
- Always wear appropriate safety gear when using tools. You will often need safety glasses, gloves, and coveralls.
- If using tools for a long period of time, take breaks often to avoid injury from repetitive motion.

→ **Remember:** Child labor laws prohibit workers under 18 from using most power tools.

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Cooking and Restaurant Equipment

- Don't wear loose clothing or long hair that can get caught in equipment like slicers or grinders.
- Be careful around hot equipment like ovens, stoves, grills, broilers, and fryers. Use the proper tools when removing food.
- Watch out for wet floors. Rubber mats can help prevent slipping.
- Store and use knives properly.

→ **Remember:** Child labor laws prohibit workers under 18 from using automated equipment, including automated slicers or dough mixers.

ELECTRICAL SAFETY

Training Student
Needed Initials

" _____ **In Offices**

- Don't touch the metal prongs when you plug in or unplug cords.
- Place electrical cords where no one will trip over them.
- Don't overload outlets or circuits with too much electrical equipment. The wiring may overheat.

" _____ **Working with Electrical Equipment**

- Make sure electrical equipment is grounded.
- Check electrical equipment and cords for damage before every use. For example, make sure cords are not frayed.
- Never work around a source of electricity when you, your surroundings, your tools or your clothes are wet.

OTHER HAZARDS

Training Student
Needed Initials

" _____ **Working with the Public**

- If a client or customer becomes agitated or abusive, tell your supervisor immediately.
- Avoid working alone, especially in jobs with public contact and at night.
- In the event of a robbery, comply with demands.
- Learn your employer's procedures for handling violent situations.

" _____ **Motor Vehicle Safety**

- Be careful around all motor vehicles, including forklifts and construction equipment. Listen for backing alarm. Don't assume the operator can see you.
- Wear visible, bright clothing (such as traffic vest.)
- Always wear a seat belt when in a vehicle.
- Remember: child labor laws prohibit workers under 18 from driving on public roads as part of their job.

→ **Remember:** In most situations, child labor laws prohibit workers under 18 from driving as part of their job.

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Facts for Employers



Safer Jobs for Teens

NATIONAL EDITION

“Most teens are enthusiastic and eager to learn. They make my work a lot of fun. But teens can be injured on the job when they don't receive adequate safety training and supervision.”

—Scott Silver
Operations Manager, Oakland Zoo

“Having young people at work gives us a chance to remind everybody that safety is important. We have really focused on our safety program. We haven't had any serious injuries this year, and we're saving over 25% in workers' comp costs!”

—Michele Clark-Clough
The Youth Employment Partnership

Labor Occupational Health Program
University of California, Berkeley

Six Steps to Safer Teen Jobs

Each year 50 teens under 18 die from work injuries in the U.S. About 53,000 are injured seriously enough to require emergency room treatment. Keep safety in mind! There's a lot that employers can do to prevent injuries to their teen workers. **The measures you take to keep teens safe will help protect all employees.** Begin by following these steps:

1. Know the Law

- Understand OSHA's workplace safety and health regulations. These are designed to protect all employees, including teens, from injury. Check to see if your state has its own OSHA program. State programs must be at least as effective as federal OSHA. For more information go to www.osha.gov/dcsp/osp.
- Understand the child labor laws in your state. These prohibit teens from working late and/or long hours, and doing especially dangerous work. These laws are enforced by the U.S. Dept. of Labor Wage & Hour Division and/or by your state labor department.

2. Check Your Compliance

- Make sure teen employees are not assigned work schedules that violate the law, or given prohibited job tasks like operating heavy equipment or using power tools. See later sections for more information.

3. Make Sure Teens Have Work Permits

- In many states, workers under 18 must apply for work permits at their school or school district office before beginning a new job. Check your state laws.

4. Stress Safety to Supervisors

- Make sure frontline supervisors who give teens their job assignments know the law. Encourage supervisors to set a good example. They are in the best position to influence teens' attitudes and work habits.

5. Set Up a Safety and Health Program

- OSHA recommends that every workplace have a Safety and Health Management System.
- Make sure all jobs and work areas are free of hazards. The law requires you to provide a safe and healthy workplace.
- Find out if there are simple low-cost safety measures that can prevent injuries.

6. Train Teens To Put Safety First

- Give teens clear instructions for each task, especially unfamiliar ones. Provide **hands-on** training on the correct use of equipment. Show them what safety precautions to take. Point out possible hazards. Give them a chance to ask questions.
- Observe teens while they work and correct any mistakes. Retrain them regularly.
- Encourage teens to let you know if there's a problem or directions are unclear. Make sure teens feel free to speak up.
- Prepare teens for emergencies—accidents, fires, violent situations, etc. Show them escape routes and explain where to go if they need emergency medical treatment.
- Supply personal protective equipment when needed—goggles, safety shoes, masks, hard hats, gloves, etc. Be sure that teens know how to use it.

What Work Does the Law Prohibit Teens From Doing?

The lists below give the major national restrictions. There are other restrictions depending on the industry and the worker's age. Also, there are limited exemptions for youth under 18 who are in apprenticeship and student-learner programs. Your state child labor laws may have more restrictions. To find out more about your state laws, go to www.youthrules.dol.gov/states.htm. For general information on child labor laws go to www.dol.gov/elaws/esa/flsa/cl/screen2.asp.

Workers under 18 MAY NOT:

- Drive a motor vehicle on public streets as a main part of the job, or work as an outside helper on a motor vehicle
- Operate power-driven machinery:
 - meat slicers
 - bakery machines (including dough mixers)
 - box crushers/compactors
 - woodworking machines
 - metalworking machines
 - punches
 - hoists
 - forklifts
 - circular saws
 - band saws
 - guillotine shears
- Work where there is exposure to radiation
- Work in:
 - wrecking or demolition
 - excavation
 - logging or sawmills
 - roofing, or work that involves going on or near the roof
 - manufacturing brick or tile
 - manufacturing or storage of explosives
 - mining
 - meat packing or processing

Also, workers under 16 MAY NOT:

- Work in building or construction
- Work in manufacturing or food processing
- Do any baking activities
- Cook (*except* with electric or gas grills that do not involve cooking over an open flame and with deep fat fryers that automatically lower and raise the baskets).
- Do dry cleaning or work in a commercial laundry
- Work on a ladder or scaffold
- Work in a freezer or meat cooler
- Load or unload trucks, railroad cars, or conveyors
- Work in a warehouse (except as a clerical)
- Use power-driven lawn mowers



What Hours May Teens Work?

Federal child labor laws protect younger teens from working too long, too late, or too early. Some states have additional laws on the hours older teens may work.

This table shows the hours 14- and 15-year-olds may work under federal law.



Work Hours for Teens

	Ages 14 and 15	Ages 16 and 17
Work Hours	<ul style="list-style-type: none"> • 7 am–7 pm, from Labor Day–June 1 • Not during school hours • 7 am–9 pm, from June 1–Labor Day 	Check your state child labor laws at: www.youthrules.dol.gov/states.htm .
Maximum Hours When School Is in Session	18 hours a week, but not over: <ul style="list-style-type: none"> • 3 hours a day on school days • 8 hours a day Saturday–Sunday and holidays 	
Maximum Hours When School Is not in Session	<ul style="list-style-type: none"> • 40 hours a week • 8 hours a day 	

Ideas From Employers

- A California zoo assigns each new teen worker a “buddy” or mentor. Sometimes this is a more experienced teen worker. This mentor answers questions, helps give hands-on training, and offers safety tips.
- A retail clothing chain with many young employees uses role playing regularly at monthly safety meetings. Workers enact specific health and safety problems that have come up, and develop solutions.
- At one chain of convenience stores, young employees are issued different colored smocks, based on age. This lets the supervisors know at a glance who is not allowed to operate the electric meat slicer.
- An employer in the fast-food industry, with 8,000 young workers in five states, developed a computerized tracking system to ensure that teens aren't scheduled for too many hours during school weeks.
- One major grocery store chain includes teen workers on the safety committee, which conducts safety inspections, reviews employee injuries, and make suggestions for prevention.

Compliance Checklist for Employers

This checklist can help you determine whether you are in compliance with the most important child labor laws and OSHA regulations. The list is not complete, and is not intended as legal advice. Other sections of this factsheet give more information on the issues covered here.

Labor Laws

- Young employees *do not* work too many hours, too late, or too early (as defined by federal and state laws).
- Employees under 18 *do not* do any hazardous work prohibited by child labor laws.
- Employees under 16 *do not* do any of the tasks prohibited for their age group.
- If required by your state, all employees under 18 have valid work permits.
- All employees (including teens) are covered by workers' compensation.
- Employees (including teens) receive at least the minimum wage after their first three months on the job. Many states have a minimum wage higher than the federal minimum. Lower wages may be allowed when workers receive tips. For minimum wage information nationwide go to: www.dol.gov/esa/minwage/america.htm.



OSHA Regulations

- You provide health and safety training required by specific OSHA standards and/or by your state OSHA program. (See *Training Requirements in OSHA Standards and Training Guidelines* at www.osha.gov/Publications/2254.html).
- You meet the key requirements of the OSHA Hazard Communication standard:
 - All containers of toxic materials are labeled with the chemical name, hazard warnings, and name and address of the manufacturer.
 - Employees are trained about chemicals they work with, potential hazards, and protective measures.
 - Material Safety Data Sheets (MSDSs) for all chemicals in your worksite are easily accessible to workers.
- You meet the key requirements of the OSHA Emergency Action Plan standard, such as clearly defining evacuation procedures, and assigning emergency response duties to specific personnel.
- You provide all safety and protective equipment that employees need.

NOTE: OSHA also has many specific regulations covering electrical hazards, fire safety, fall protection, machinery, etc. See **Resources for Information and Help** in this factsheet.

Resources for Information and Help

About health and safety:

- **OSHA On-Site Consultation Service.** Provides free, confidential advice and assistance to employers.
www.osha.gov/dcsp/smallbusiness/consult.html
- **OSHA website.** Has publications and searchable OSHA standards. Includes some material specifically designed for small business and material dealing with young workers.
www.osha.gov
- **Labor Occupational Health Program (LOHP),** U.C. Berkeley. Click on "National Young Worker Safety Resource Center."
☎ (510) 642-5507
www.youngworkers.org
- **National Institute for Occupational Safety and Health (NIOSH).** Has an online safety and health guide for small business owners, employers, and managers.
www.cdc.gov/niosh/docs/2003-100/default.html

About wages or child labor laws:

- **Your state labor department.** Enforces state labor laws.
www.youthrules.dol.gov/states.htm
- **Wage and Hour Division, U.S. Dept. of Labor.** Enforces federal labor laws.
☎ (866) 4-USWAGE (487-9243)
www.dol.gov and www.youthrules.dol.gov

About workers' compensation:

- **Employment Standards Administration,** U.S. Dept. of Labor. To find contact information for your state's workers' compensation program go to:
www.dol.gov/esa/owcp/dfec/regs/compliance/wc.htm

How Can I Hire Teens From a Training Program?

- **Work Experience Education, School-to-Career, or Academy Programs.** Call your high school or school district office. Ask for the Work Experience Educator or school-to-career coordinator.
- **Regional Occupational Programs or Centers (ROP/C).** Call your high school or school district office and ask about trade-specific programs in your area.
- **Apprenticeship Programs.** To find programs in your area, visit the Registered Apprenticeship website of the federal Employment and Training Administration at oa.foleta.gov and click on "Program Sponsors Database" near the bottom.
- **Local job training and placement programs.** Call your local Workforce Investment Board (WIB). Ask about community training programs.