

Parent Tips:

Keeping Young Workers Safe

Getting a first job is an important milestone. This experience can be very rewarding. It also may expose your teen to hazardous tasks and worksite conditions. Young workers are far more likely than adults to be injured at work, even though they work fewer hours and are prohibited from doing some particularly dangerous jobs. Take this opportunity to talk to your son or daughter about workplace safety.

Before

your teen starts work

Encourage your teen to ask questions about safety during job interviews. Remind your teen that employers like to know that potential employees are thinking about safety.

“What health and safety orientation or training will I get before I begin work?”

“Will I need safety gear?”

Perhaps you or your teen knows someone who has had a workplace injury. Remind your teen that injuries can have life-changing consequences and applying some of the information on this fact sheet can help prevent injuries from happening.

Encourage your teen to look for information on workplace safety.

Online resources:

Oregon Young
Employee Safety
oregonyoungworkers.org

SAIF Corporation
saif.com

Oregon Institute of Occupational
Health Sciences
croetweb.com

Oregon OSHA
www.orosha.org

After

your teen is hired

Remind your son or daughter of his or her right to on-the-job training, information about how to work safely, and the right to refuse unsafe work without being disciplined or fired for doing so.

Check in with your teen about their duties at work. Ask:

*“What are your duties?
Are there any that make you
uncomfortable?”*

*“How safe do you feel
at work?”*

*“What kind of training did
you receive?”*

*“Do you know how to
operate equipment safely?”*

*“Do you know who your
direct supervisor is
and how to contact them?”*

*“Do you know what to do if
you are injured on the job?”*

Help your teen to feel comfortable asking co-workers or a supervisor questions at work. Help brainstorm ways to handle potentially difficult situations.

Talk to your teen about the dangers of working while tired, while taking medication or under the influence of drugs or alcohol, and while texting.



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young employee
safety



BUREAU OF LABOR AND INDUSTRIES

SUMMARY OF CHILD LABOR LAWS

<p style="text-align: center;"><u>WORKING HOURS</u></p> <p style="text-align: center;"><u>14 AND 15 YEAR-OLDS</u></p> <p style="text-align: center;"><u>When School is in Session</u></p> <ul style="list-style-type: none"> • 3 hours per day, 8 hours on non-school days, 18 hours per week maximum • Only between 7:00 am and 7:00 pm • Working is not allowed during school hours <p style="text-align: center;"><u>When School is not in Session</u></p> <ul style="list-style-type: none"> • 8 hours per day, 40 hours per week maximum • From June 1 through Labor Day: 7:00 am to 9:00 pm <p style="text-align: center;"><u>16 AND 17 YEAR-OLDS</u></p> <ul style="list-style-type: none"> • Any hours • 44 hours per week maximum 	<p><u>MINIMUM WAGE:</u> The minimum wage is \$8.95 per hour beginning January 1, 2013.</p> <p><u>MEALS:</u> Meal periods of at least 30 minutes must be provided no later than five hours and one minute after the minor reports to work. Minors 14 and 15 years of age must be fully relieved of work duties during this time. Minors who are 16 and 17 years of age may work during a meal period, but must be paid for their time. This is permitted only if the nature of the work prevents the minor from being relieved from all duty.</p> <p><u>BREAKS:</u> Rest periods of at least 15 minutes must be provided during each four hours (or major portion) of work time.</p> <p><u>ADEQUATE WORK:</u> Adequate work must be provided if the employer requires the minor to report to work. Adequate work means enough work (or compensation in lieu of work) to earn at least one-half of the amount earned during the minor's regularly scheduled hours to work.</p>
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PARTIAL LIST OF HAZARDOUS AND PROHIBITED OCCUPATIONS

<u>PROHIBITED FOR MINORS UNDER 18</u>	<u>PROHIBITED FOR MINORS UNDER 16</u>
<ul style="list-style-type: none"> • Contact with/operating power-driven food slicers, grinders and choppers (includes cleaning, even if unassembled) • Motor vehicle driving, including motor vehicle outside helpers, (except under limited circumstances for minors 17 years of age) • Operating, repairing and cleaning bakery machines • Lumber mill, logging and sawmilling occupations • Tasks performed in connection with active forest fires • Operating balers, metal strap banders and compactors • Operating power-driven hand drills; sanders; woodworking machines • Excavating and working in trenches over 4' in depth • Roofing and related occupations • Operating power-driven hoisting apparatus and lifts • Manufacturing, storing and using explosives • Operating power-driven metal forming, punching and shearing machines • Occupations in connection with power-driven meat processing machinery • Meat and poultry slaughtering; packing, processing or rendering • Contact with circular, chain, band saws and guillotine shears • Operating commercial mixers • Using power nail/impact guns, wire stitchers and fasteners • All mining occupations • Operating power-driven paper products machines • Wrecking, demolition, and ship-breaking operations • Manufacturing brick, tile and kindred products • Messenger services between 10:00 PM and 5:00 AM 	<ul style="list-style-type: none"> • Manufacturing/processing occupations • Work in locations where power-driven machinery is used • Work in workshops or warehouses • Work in or on boats or commercial docks • Lifeguard/swim occupations except for trained/certified 15 year-olds • Work around constructions sites and equipment • Using pressure washers • Cooking with open flame grill, manual fryer, broiler, or surface or oil more than 100 degrees • Using pizza, bakery or convection ovens • Work in connection with golf carts • Using ladders, scaffolds or substitutes • Outside window cleaning above ground • Work in grain elevators • Work in gravel or sand plants or bunkers • Land clearing • Lumber loading • Washing, loading or unloading trucks (other than personal, non-powered tools/items) • Contact with power mowers/cutters/blowers • Sign waving, unless in front of business • Employment in commercial laundries • Welding or soldering work • Occupations in connection with mechanical amusements • Surveying • Wood cutting/sawing • Office work only in auto wrecking yards, junk dealer, water works, lumbering, motor vehicle (transportation) operations

The above information is only a summary of the child labor laws applicable to **non-agricultural** employment. For more information, contact the bureau's Technical Assistance for Employers Unit at (971) 673-0824, or refer to the bureau's website at www.oregon.gov/boli.

Retain this information for your reference.