National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

National Young Worker Safety Resource Centers
Labor Occupational Health Program, U.C. Berkeley
Education Development Center, Inc., Newton, MA
You will learn about:

- Ways young workers can get hurt on the job.
- Common health and safety hazards on the job.
- Ways to reduce or control workplace hazards.
- Emergencies in the workplace and how to respond.
- What to do if you see something at work that could hurt you or make you sick.
- What legal rights and protections young people have at work.
Lesson One
Young Worker Injuries
What is Your Experience with Work?

- How many of you have ever had a job?
- Where did you work?
- What did you do?
- Have you ever been hurt at work, or do you know someone who was?
- Have you ever been uncomfortable with a task you’ve been asked to do at work?
Examples of Teen Work Injuries

John’s Story

Job: Fast food worker
Injury: Slipped on greasy floor

Why do you think this happened?
What could have prevented John from getting hurt?
Teen Work Injuries

Antonio’s Story

Job: Construction helper
Injury: Fell from roof

Why do you think this happened?
What could have prevented Antonio from being killed?
Teen Work Injuries
Keisha’s Story

Job: Computer data entry
Injury: Repetitive stress injury

Why do you think this happened?
What could have prevented Keisha from getting hurt?
Teen Work Injuries
Francisco’s Story

Job: Landscaping worker
Injury: Death

Why do you think this happened?
What could have prevented Francisco from being killed?
Teen Work Injury Statistics

- Many youth are injured on the job:
  - **158,000** <18-year-olds injured/year in the US
  - **52,600** <18-year-olds to the ER for work injuries
  - **38** <18-year-olds die each year

- Young workers are injured at a higher rate than adult workers.
Where Teens Work

Teen Work Injury Statistics

Where Teens are Injured

- Leisure and hospitality (includes restaurants)
- Retail
- Services and Other
- Manufacturing, Construction, Transportation
- Information, Finance and insurance
- Agriculture and Forestry

Where Teens Work

- Leisure and hospitality (includes restaurants)
- Retail
- Services and Other
- Manufacturing, Construction, Transportation
- Information, Finance and insurance
- Agriculture and Forestry
Job Safety Quiz

- The law says your employer must give you training about health and safety hazards on the job.  
  ___True ___ False

- The law sets limits on how late you can work on a school night if you are under 16.  
  ___True ___ False

- If you are 16 years old you are allowed to drive a car on public streets as part of your job.  
  ___True ___ False
Job Safety Quiz continued

- If you are injured on the job, your employer must pay for your medical care.
  
  ✔️ True  ❌ False

- How many teens get injured on the job every year in the U.S.?

  ✔️ One every 10 minutes  ❌ One per day  ❌ One per hour
Why are Young Workers Injured at High Rates?

Video and Discussion
Key Points of the Young Workers Curriculum

You will learn more about:

- How to identify and reduce hazards on the job.
- What laws protect teens from working too late or too long.
- What laws protect teens from doing dangerous work.
- How to solve health and safety problems at work.
- Which agencies enforce health and safety laws and child labor laws.
- What to do in an emergency.
Lesson Two
Finding Hazards
A job hazard is anything at work that can hurt you either physically or mentally.

- Safety hazards can cause immediate accidents and injuries.
  - Examples: knives, hot grease, etc.

- Chemical hazards are gases, vapors, liquids, or dusts that can harm your body.
  - Examples: cleaning products or pesticides.
Job Hazards (continued)

- Biological hazards are living things that can cause sickness or disease.
  - Examples: Bacteria, viruses, or insects.

- Other health hazards are harmful things, not in other categories, that can injure you or make you sick. They are sometimes less obvious because they may not cause health problems right away.
  - Examples: noise, radiation, repetitive movements, heat, cold, stress.
Find the Hazards: Fast Food

Illustrated Workplaces
Find the Hazards: Grocery Store
Find the Hazards: Office
Find the Hazards: Gas Station
Hazard Mapping Activity

Students will draw maps in color:

- **Red** = Safety Hazards
- **Blue** = Chemical and Biological Hazards
- **Green** = Other Health Hazards

**Safety (Red):**
- Hot grill
- Hot grease
- Sharp knives
- Slippery floors

**Chemical/Biological (Blue):**
- Chemicals (cleaning supplies, etc.)
- Pests
- Viruses
- Bacteria

**Other Health (Green):**
- Customers/stress
- Robbery
- Standing
- Lifting

*Fast Food Restaurant*
Finding Hazards: *Key Points*

- Every job has health and safety hazards
- You should always be aware of these hazards
- Find out about chemicals at work by checking labels, reading MSDSs (Material Safety Data Sheets), and getting training.
LESSON THREE
MAKING THE JOB SAFER
Controlling Hazards

Remove the Hazard
(e.g., use safer chemicals)

Work Policies and Procedures
(e.g., assign enough people to do the job)

Personal Protective Equipment
(e.g., wear gloves, use a respirator)
Eliminating or Reducing Hazards
Jamie’s Story

Job: Hospital dishwasher
Injury: Dishwashing chemical splashed in eye
Eliminating or Reducing Hazards

Billy’s Story

Job: Fast food worker
Injury: Burned hand on grill
Eliminating or Reducing Hazards
Stephen’s Story

Job: Grocery store clerk
Injury: Hurt back while loading boxes
Eliminating or Reducing Hazards
Terry’s Story

Job: Grocery store deli clerk
Injury: Cut finger on meat slicer
Eliminating or Reducing Hazards

Chris’ Story

Job: City public works employee
Injury: Fainted due to heat
Eliminating or Reducing Hazards
James’ Story

$25,000 Safety Pyramid Game

Job: Pizza shop employee
Injury: Repetitive motion injury
Eliminating or Reducing Hazards
Maria’s Story

Job: Farmworker
Injury: Pesticide poisoning
Eliminating or Reducing Hazards
Sara’s Story

Job: Nursing aide
Injury: Back, neck, and shoulder pain
Eliminating or Reducing Hazards
Brent’s Story

Job: Pallet making
Injury: Amputated arm
Making the Job Safer: Key Points

- OSHA requires employers to provide a safe workplace.
- It’s best to get rid of a hazard completely, if possible.
- If your employer can’t get rid of the hazard, there are usually many ways to protect you from it.
Lesson Four
Emergencies at Work

Youth @ Work
Emergencies at Work

What is an emergency at work?

An unplanned event that harms or threatens employees, customers, or the public; that shuts down business operations; or that causes physical or environmental damage.
**Emergencies at Work: Key Points**

- Every workplace should have an emergency action plan

- *The plan should cover:*
  - What to do in different emergencies
  - Where shelters and meeting places are
  - Evacuation routes
  - Emergency equipment and alert systems
  - Who’s in charge
  - Procedures to follow when someone is injured

- The workplace should have practice drills

- Workers should be trained on everything in the plan.
Emergencies at Work

- Disaster Blaster Game

- Emergencies in the News activity
LESSON FIVE
KNOW YOUR RIGHTS
Know Your Rights

Jeopardy Game

<table>
<thead>
<tr>
<th>Rights on the Job</th>
<th>Dangerous Work and Work Permits</th>
<th>Hours for Teens and Working Safely</th>
<th>Job Injuries and Getting Help</th>
</tr>
</thead>
<tbody>
<tr>
<td>$100</td>
<td>$100</td>
<td>$100</td>
<td>$100</td>
</tr>
<tr>
<td>$200</td>
<td>$200</td>
<td>$200</td>
<td>$200</td>
</tr>
<tr>
<td>$300</td>
<td>$300</td>
<td>$300</td>
<td>$300</td>
</tr>
<tr>
<td>$400</td>
<td>$400</td>
<td>$400</td>
<td>$400</td>
</tr>
<tr>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
</tr>
</tbody>
</table>
Know Your Rights: Key Points

- Federal and state labor laws:
  - Set minimum age for some tasks
  - Protect teens from working too long, too late or too early

- OSHA says every employer must provide:
  - A safe workplace
  - Safety training on certain hazards
  - Safety equipment

- By law, your employer is not allowed to fire or punish you for reporting a safety problem.
### Know Your Rights
#### State Labor Law BINGO Game

<table>
<thead>
<tr>
<th>No limits</th>
<th>18 years old</th>
<th>18 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Clock 7 PM]</td>
<td>Box crusher</td>
<td>![Clock 3 hours]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The employer</th>
<th>Medical treatment</th>
<th>Labor Standards Office</th>
<th>Civil Rights Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Employer Image]</td>
<td>![Medical Treatment]</td>
<td>![Labor Standards]</td>
<td>![Civil Rights]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>53,000 teens</th>
<th>$ an hour</th>
<th>Safe and healthy workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>![53,000 Teens]</td>
<td>![Hour Symbol]</td>
<td>![Safe Work Environment]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>16 years old</th>
<th>Your school</th>
<th>Load/unload trucks</th>
<th>Follow safety rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>![16 Years Old]</td>
<td>![School Image]</td>
<td>![Truck Image]</td>
<td>![Safety Rules]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No</th>
<th>8 hours</th>
<th>Yes</th>
<th>7 AM</th>
</tr>
</thead>
<tbody>
<tr>
<td>![NoSymbol]</td>
<td>![8 Hours]</td>
<td>![YesSymbol]</td>
<td>![7 AM]</td>
</tr>
</tbody>
</table>

This BINGO game is designed to educate about state labor law rights.
LESSON SIX
TAKING ACTION

Youth @ Work
Handling Workplace Safety Problems

Steps in Problem Solving

- Define the problem
- Get advice
- Choose your goals
- Know your rights
- Decide the best way to talk to the supervisor
- If necessary, contact an outside agency for help.
Summing Up

Know your:

- Rights
- Responsibilities
- Employer’s responsibilities
- How to solve problems.