

The Laws

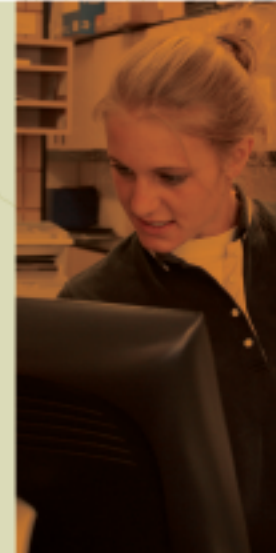
> Every state has specific laws regarding youth labor. When federal and state standards differ, the U.S. DOL states that the rules providing the most protection to workers will apply.

Employers must comply with both federal and applicable state laws. Established in 1938, the U.S. Fair Labor Standards Act (FLSA) covers youth labor and wages for full- and part-time workers in both private and public sectors.

The American Society of Safety Engineers (ASSE):

Provides technical publications, training courses, seminars on occupational safety, health and the environment — www.asse.org, www.asse.org/naosh, ASSE customer service at 847-699-2929 or customerservice@asse.org

Founded in 1911, the Des Plaines, IL-based ASSE and its more than 30,000 members from around the globe are committed to protecting people, property and the environment. Contact ASSE at www.asse.org, www.asse.org/naosh, 847-699-2929 or customerservice@asse.org.



AMERICAN
SOCIETY OF
SAFETY
ENGINEERS



Important
Workplace
Safety Guide
for Young Workers



North American
Occupational Safety
and Health Week

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As you start your first job, safety and health are probably not your key concern. They should be. Each year 67 teenagers die from work-related injuries and the U.S. National Institute of Occupational Safety and Health (NIOSH) estimates that 230,000 more teens suffer from non-fatal on-the-job injuries.

There are precautions and rules that one should be aware of when it comes to safety on the job. Knowing this information, outlined here, could reduce the chance that you will be injured, sustain an illness or be fatally hurt while at work. This brochure provides important contact information and safety tips for young workers and employers.

There are federal occupation rules that cover work regulations for young workers; which can be found on the web sites listed in this brochure.



Questions you should ask

Here are a few important safety questions to ask your employer when starting a new job:

- > Will I need to wear safety gear/Personal Protective Equipment (PPE)?
- > Is there an occupational safety and health professional on staff?
- > Do you have safety meetings?
- > What are, if any, the dangers of my job?
- > Are there hazards I should be aware of (noise, chemicals, radiation, etc.)?
- > Do you have an emergency plan in place and will I be trained in emergency procedures?
- > Will I receive job safety training?

Facts to know

- > For first-time workers muscle sprain, strain or tear, usually resulting from overexertion in lifting a heavy object is the most frequent single type of work injury for those under 18 resulting in lost work-time.
- > Cuts and lacerations, often resulting from use of knives or other instruments, are the most common types of work-related injuries among youths as reported in emergency room statistics.
- > Every state has laws that specifically deal with youth labor.
- > Violators of youth labor laws may have to pay back wages in addition to paying up to \$10,000 per violation; violations may result in civil or criminal action.
- > The top summer employer for youth by industry in 2005 was leisure and hospitality, followed by the retail trade (including fast food restaurants), services, government (federal, state, and local), construction, manufacturing, finance-insurance-real estate, the wholesale trade business and mining.
- > A large percentage of young workers are employed in agriculture and family businesses, where laws differ. Check with your state labor department and OSHA.
- > Most businesses employ students year round and have training programs specifically designed to consistently keep their employees, including students and supervisors, updated on workplace safety. This not only benefits the workers but translates into positive bottom-line results as companies realize a reduction in injuries, lost worker time, workers' compensation and health insurance costs while realizing increased productivity and positive employee morale.



Important contact information on Youth Labor Laws & Occupational Safety and Health

U.S. Department of Labor's (DOL) Youth & Labor Laws: www.dol.gov/dol/topic/youthlabor/statelaborlaws.htm or <http://youthrules.dol.gov/> — These sites provide youth worker safety, health and employment laws and information and links to state labor laws and offices. Also, check the DOL's Compliance Assistance site at <http://www.dol.gov/esa>.

U.S. Occupational Safety and Health Administration (OSHA): www.osha.gov — Provides detailed information on safety standards, technical advisors, compliance assistance and more.

Fair Labor Standards Act (FLSA): <http://www.dol.gov/elaws>

U.S. Bureau of Labor Statistics (BLS) Kids Career Page: http://www.bls.gov/k12/html/edu_over.htm

U.S. National Institute for Occupational Safety and Health (NIOSH): Young Worker Safety and Health Topic page — <http://www.cdc.gov/niosh/adoldoc.html>

DOL's Wage and Hour Division: www.dol.gov/esa/whd — Enforces federal minimum wage, overtime pay, recordkeeping and child labor requirements of the FLSA as well as the Migrant and Seasonal Agricultural Worker Protection Act, the Employee Polygraph Protection Act, the Family and Medical Leave Act, the Davis Bacon Act, the Service Contract Act and other statutes applicable to Federal contracts for construction and for the provision of goods and services.

Employment and Training Administration (ETA): www.doleta.gov — The ETA's youth center helps young workers learn job-hunting skills. The U.S. DOL's America's Job Bank at www.ajb.org lists job opportunities.

Wisconsin Workplace Safety Institute: Information on worker rules for young adults including work hours, type of work allowed for each age group and hazardous occupations off-limits to young workers by law — <http://www.wiwi.com>.

Missouri Division of Labor Standards: Youth labor rules, regulations, forms and information — www.dolir.mo.gov/ls/childlabor/ or call (573) 751-3403 or e-mail: childlabor@dolir.mo.gov.