

Are You a Working Teen?

Protect Your Health! Know Your Rights!



Could I Get Hurt or Sick on the Job?

- 18-year-old Sylvia caught her hand in an electric cabbage shredder at a fast food restaurant. Her hand is permanently disfigured and she'll never have full use of it again.
- 17-year-old Joe lost his life while working as a construction helper. An electric shock killed him when he climbed a metal ladder to hand an electric drill to another worker.
- 16-year-old Donna was assaulted and robbed at gunpoint at a sandwich shop. She was working alone after 11 p.m.

Every year nearly **70 teens under 18 die** from work injuries in the United States. Another **84,000 get hurt** badly enough that they go to a hospital emergency room.

Why do injuries like these occur?

Teens are often injured on the job due to unsafe equipment, stressful conditions, and sped-up work. Also they may not receive adequate safety training and supervision.

Teens are much more likely to be injured when they work on jobs they are not allowed to do by law

What Hazards Should I Watch Out For?

Type of Work	Examples of Hazards
Janitor/Clean-up	<ul style="list-style-type: none">• Toxic chemicals in cleaning products• Blood on discarded needles
Food Service	<ul style="list-style-type: none">• Slippery floors• Hot cooking equipment• Sharp objects
Retail/Sales	<ul style="list-style-type: none">• Violent crimes• Heavy lifting
Office/Clerical	<ul style="list-style-type: none">• Stress• Harassment• Poor computer workstation design

What are my rights on the job?

By law, your employer must provide:

- A safe and healthful workplace.
- Training on chemicals and other health and safety hazards.
- Protective clothing and equipment.
- In most cases, the Oregon minimum wage of \$8.40 (in 2009) an hour (check for updates on minimum wage from BOLI at: <http://www.boli.state.or.us/>)
- Rest and meal breaks.
- Workers' compensation benefits if you are hurt on the job. These include:
 - Medical care for your injury, whether or not you miss time from work.
 - Payments if you lose wages for more than 3 days.
 - Other benefits if you become permanently disabled.

You also have a right to:

- Report safety problems to OSHA.
- Work without racial or sexual harassment.
- Refuse to work if the job is immediately dangerous to your life or health.
- Join or organize a union.



Is it OK to do any kind of work?

NO! There are laws that protect teens from doing dangerous work.

In Oregon no worker under 18 may:

- Drive a motor vehicle on public streets as part of the job (17-year-olds may drive in very limited circumstances).
- Drive a forklift or other heavy equipment.
- Use powered equipment like a circular saw, box crusher, meat slicer, or bakery machine.
- Work in wrecking, demolition, excavation, or roofing.
- Work in logging or a sawmill.
- Prepare, serve, or sell alcoholic beverages.
- Work where there is exposure to radiation.

Also, no one 14 or 15 years old may:

- 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).
- Work in dry cleaning or a commercial laundry.
- Do building, construction, or manufacturing work.
- Load or unload a truck, railroad car, or conveyor.
- Work on a ladder or scaffold.

Are there other things I can't do?

YES! There are other restrictions on the type of work you can and cannot do. **Age 14** is the minimum for most employment, except for informal jobs like babysitting or yard work. Check with BOLI, school counselor, or job placement coordinator to make sure the job you are doing is allowed.

Do I need a work permit?

NO! But if you are under 18 your employer must keep a copy of your "proof of age" (such as birth certificate, driver's license, or age certificate issued by your school).



What are my safety responsibilities on the job?

To work safely you should:

- Follow all safety rules and instructions; use safety equipment and protective clothing when needed
- Look out for co-workers
- Keep work areas clean and neat
- Know what to do in an emergency
- Report any health and safety hazard to your supervisor
- Ask questions if you don't understand

Should I be working this late or this long?

Child labor laws protect teens from working too long, too late, or too early.

This table shows the hours teens may work. (Some school districts may have more restrictive regulations. Also, there are some exceptions for teens in work experience education programs.)

Work Hours for Teens		
	Ages 14 and 15	Ages 16 and 17
Work Hours	<ul style="list-style-type: none"> • 7 am- 7pm, from Labor Day to June 1 • when attendance in school is not required • 7am-9pm from June 1 to Labor Day 	<ul style="list-style-type: none"> • no limitations
Max 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 on Sat. or Sun. or holidays 	<ul style="list-style-type: none"> • 44 hours a week • no other limitations
Max hours when school is <i>not</i> in session	<ul style="list-style-type: none"> • 40 hours a week • 8 hours a day 	<ul style="list-style-type: none"> • 44 hours a week • no other limitations



What If I Get Hurt on the Job?

- Tell your supervisor right away. If you're under 18, tell your parents or guardians too.
- Get emergency medical treatment if needed.
- Your employer must give you a **claim form**. Fill it out and return it to your employer. This helps ensure that you receive workers' compensation benefits.

Workers' Compensation: Did You Know?

- You can receive benefits:
 - Even if you are under 18.
 - Even if you are a temporary or part-time worker (in most cases).
- You receive benefits no matter who was at fault for your job injury.
- You don't have to be a legal resident of the U.S. to receive benefits.
- You can't sue your employer for a job injury (in most cases).

You have a right to speak up!

It is illegal for your employer to fire or punish you for reporting a workplace problem or injury, or for claiming workers' compensation claims.

The information in this factsheet reflects your state and/or federal labor laws, whichever are more protective. The more protective laws usually apply. Check with your state agencies listed at the right.

What If I Have a Safety Problem?

- Talk to your supervisor, parents, teachers, job training representative, or union representative (if any) about the problem.
- For health and safety information and advice, call the **National Young Worker Safety Resource Center**. Many materials are available in Spanish.

☎ (510) 643-2424 www.youngworkers.org

- If necessary, contact one of these agencies.

To make a health or safety complaint:

- OSHA (Occupational Safety and Health).
☎ (800) 321-OSHA (6742) www.osha.gov
- Oregon OSHA
☎ (800) 922-2689 www.orosha.org

To make a complaint about wages or work hours:

- Oregon Wage and Hour Division
☎ (971) 673-0761
www.oregon.gov/BOLI/WHD
- US. Department of Labor
☎ (866) 487-9243 www.wagehour.dol.gov

To make a complaint about sexual harassment or discrimination:

- Oregon Civil Rights Division
☎ (503) 731-4874 www.oregon.gov/BOLI/CRD
- US Equal Employment Opportunity Commission
☎ (800) 669-4000 www.youth.eeoc.gov

For information about benefits for injured workers:

- Oregon Workers' Compensation Division
☎ (800) 452-0288 www.cbs.state.or.us/wcd