

SPECIAL POINTS OF
INTEREST:

- Youngest Age
- What Hours Can Youth Work?
- Work Injuries
- Work Permits
- Under 18?
- Prohibited Jobs
- Caution!

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Hats ON for Safety

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Help! Summer Help!

It's that time of year when there may be a knock on your door and an application for employment hits your desk. The applicant is a teenager. Most all of us had "summer" jobs. I'm not sure there were laws when I was doing it. There are now.

There are now regulations that cover the maximum amount of hours teens can work, What about hazardous work? And what is considered "hazardous?"

What is the youngest age at which a person can be employed? Fourteen (14) is the minimum age (outside of agriculture).

Work Injuries

Work injuries may occur from:

- Unsafe equipment
- Stressful conditions
- Inadequate safety training
- Inadequate supervision
- Trying to hurry

However at any age they may deliver newspapers; perform in radio, television, movies, theatrical



productions; work in business owned by their parents (except hazardous jobs)

and baby sit.

Some examples of jobs **prohibited** for 14 and 15 year olds:

- Loading or unloading a truck.
- Work in a walk-in-refrigerator or freezer.
- Use of power-driven mowers or cutters.
- Work involving the use of a ladder.

• Dangerous work that is illegal or inappropriate for youth. the fingers, hands,

- Alcohol and drug use.

Teens are killed most often from:

- Homicide
- Driving or traveling as pas-

• Any manufacturing occupation.

What hours can youth work?

- Non school hours
- 3 hours in a school day
- 18 hours in a school week
- 8 hours on a non-school day
- 40 hours on a non-school week
- Between 7 a.m. and 7 p.m. (except June 1 through Labor Day, when hours are extended to 9 p.m.)

The FLSA does not limit the number of hours or times of day for workers 16 and older. An exception to this is North Carolina where minors age 16 and 17 cannot work past 11 p.m. when there is school the next day without permission from their parents and the school principal.

sengers in motor vehicles.

- Machine-related accidents
- Electrocutation
- Falls.

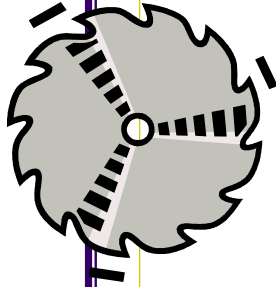


Must a Youth Have a Work Permit

The Fair Labor Standards Act (FLSA) does not require that youth get work permits or working papers to get a job. Some states do require work permits prior to getting a job. School counselors may be able to advise if a work permit is needed before getting a job.

North Carolina requires work permits for any employee under the age of 18. Check the laws in your state.

For more information on youth labor laws, visit dol.gov/elaws-Child Labor Rules Advisor.



Under 18?

Employees under 18 are not allowed to operate power driven machines including:

- ▶ Power-driven meat slicers and grinders
- ▶ Forklifts
- ▶ Paper balers and cardboard compactors
- ▶ Power-driven woodworking equipment, including chain saws and circular saws.

What are *YOU* worried about? Help us out by letting us know about safety topics that could help keep your workplace safe!

Prohibited Jobs

Prohibited jobs for minors age 16 and 17 as well as for those under 16 include:

- Driving any motorized vehicle to make deliveries, run errands, etc. for a business purpose.
- Operating a forklift or any other power-operated material handling device.
- Operating, setting up, adjusting or cleaning power-driven food slicers,
- Operating, loading or feeding a bale press or scrap paper baler.
- Operating any power-driven woodworking machines, such as circular saws, bandsaws, etc.
- Operations related to explosives.

- Logging or sawmill operations
- Occupations involving power-driven metal forming, punching and shearing machines.
- Occupations involving exposure to radioactive substances.
- Occupations involved in the manufacture of brick, tile and related products.
- Occupations involved in wrecking, demolition, and shipbreaking operations.
- Occupations in roofing operations.
- Occupations in excavation operations.
- Occupations related to explosives.

17 Year olds may drive cars or small turcks during daylight for limited

times and under strictly limited circumstances.

Caution!



Employers may be assessed a civil money penalty up to \$10,000 for each violation. Recently an employer was cited for multiple Child Labor violations for allowing parents to bring minor children to work when the daycare facility or school was closed. These children assisted their parents with menial tasks such as shredding paper, licking envelopes or stamps, etc.

Some information in this newsletter was taken from www.dol.gov; Management Information Release, Sloan Montgomery,