Paying Attention Pays

Youth Employment Educational Outreach Information

Did You Know?

- Approximately **200,000** minors under 18 are injured on the job each year.
- Approximately **77,000** of these cases required treatment in the hospital emergency room.
- On average, **70** of these cases were fatal.

SAFETY IS KEY!

By law, teen workers have the following **basic rights**. These include:

- The **right** to a safe and healthful workplace.
- The **right** to know about hazards in the workplace and what to do to prevent injuries from those hazards.
- The **right** to report a hazard to their supervisor. If the employer refuses to address the hazard, the employee has a right to file a complaint with OSHA.
- The **right** to refuse work that they believe, in good faith, can be dangerous to themselves or others.

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14 is the legal age to be employed

For Minors Under 16

Oklahoma Child Labor Law	School In Session Tuesday after Labor Day to May 31	School Not In Session June 1 to Labor Day
Work Permit Issued by school	Required when school is in session	Required when school is not in session
Hours Standard	3 hours on a school day 8 hours on a non-school day 18 hours in a school week	8 hours on a non-school day 40 hours in a non-school week
Times Standard	Between 7 a.m. and 7 p.m.	Between 7 a.m. and 9 p.m.
Breaks	30 minutes for every 5 hours worked 1 hour for every 8 hours worked	30 minutes for every 5 hours worked 1 hour for every 8 hours worked

Minors under 16 can not be employed in work related to

construction
cooking or baking
fryers or grills
hoisting devices
ladders or scaffolds
lawn mower & weed eater
loading / unloading
manufacturing, mining or processing
motor vehicles or service as helpers
power driven machines or equipment
power-driven slicers or knives
public messenger service
public utilities and communications
transportation
warehousing or storage

17 Hazardous Occupations Orders

These Orders are published in Subpart E of Part 570 of Title 29 of the Code of Federal Regulations (United States Department of Labor at www.youthrules.dol.gov or 1-866-487-9243)

Fair Labor Standards Act (FLSA) Work Restrictions

Minors **under 18 years** are prohibited from working the following occupations:

1. Manufacturing and storing explosives
2. Motor vehicle driving and outside helper
3. Coal mining
4. Logging and sawmilling
5. Power-driven woodworking machines
6. Exposure to radioactive substances
7. Power-driven hoisting apparatus
8. Power-driven metal-forming, punching, and shearing machines
9. Mining, other than coal mining
10. Slaughtering or meat-packing, processing, or rendering
11. Power-driven baking machines
12. Power-driven paper-products machines
13. Manufacturing brick, tile, and kindred products
14. Power-driven circular saws, band saws, and guillotine
15. Wrecking, demolition, and shipbreaking operations
16. Roofing operations
17. Excavation operations

Wage & Hour

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Oklahoma Child Labor Law Review

by: **Lester Claravall**

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The United States of America is a nation where teenagers under the age of 18 years have the opportunity to work. These working minors are employed in part-time jobs, school-to-work programs, internships, and apprenticeships. Parents, who recall working their own first jobs, see benefits in teenagers working. The conventional wisdom is that after-school jobs teach working teenagers responsibility, provide pocket money, and keep the teenagers out of trouble.

Many employers also see benefits to employing youths because it contributes to the economy. Teenagers are more likely to work at part-time, temporary, or minimum wage entry-level jobs. Working teenagers are predominantly employed in offices, grocery stores, restaurants, movie theaters, and amusement parks.

From a legal perspective, child labor can be defined as the paid employment of minors under the age of 18 years. Problems occur when minors under the age 18 years are employed illegally. First of all, there is a risk of injury, illness, and toxic exposure to minors working in hazardous or prohibited occupations. Secondly, there is a threat to the education and development of minors who are employed instead of attending school.

Child labor allows working minors the opportunity to gain valuable work experience. Teens who are employed are able to not only earn financial benefits, but are also able to learn important job skills, explore future careers, network, and enhance their education.

On the other hand, child labor can lead to negative consequences. Teens are at risk of suffering injuries that can have long-term effects on their physical well-being. In addition, teenagers who work too many hours are at risk for poor academic performance and social problems.

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5 DANGEROUS TEEN JOBS

1. **Traveling Youth Sales Crews**
2. Construction and Height Work
3. Outside Helper: Landscaping, Groundskeeping and Lawn Service
4. Agriculture: Harvesting Crops
5. Driver/Operator: Forlifts, Tractors, and ATV's

according to federal statistics, a young worker is killed on the job every five days

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Work Permit Process

Principal will print Form 600 from www.sde.state.ok.us "School District Reporting Site" and give to the student.

The student section, employer section, and parental or guardian section will need to be completed on Form 600.

The student then returns the completed Form 600 to the Principal.

The Principal will complete Form 601; then print, sign and give one copy of the form to the student to take to the employer.

The Principal will mail one copy of the Form 601 to the Oklahoma Department of Labor and retain one copy with Form 600 in the school district's records for five years.

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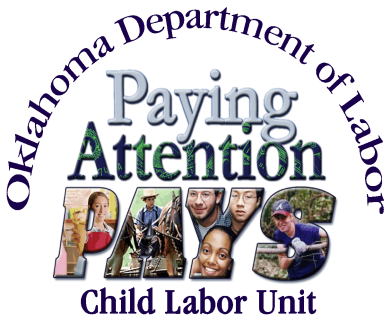

The goals of the ***Paying Attention Pays*** outreach program are to highlight the child labor laws in an easy-to-understand and fun format, as well as provide insight to employment-related standards.

Paying Attention Pays is designed as a game to encourage group discussion and friendly competition. While participants play the game, they learn and have fun at the same time—participants' attention span improves, and information is retained. A summary sheet and book mark is handed out at the end of the program so that participants will have handy resources they can take with them for future reference.

If participants pay attention, it pays. Participants learn about work-related issues that most people don't become aware of until they enter the workforce. Having knowledge about the labor laws is important whether an employee is 14 years of age or close to retirement.

Paying Attention Pays teaches students about the labor laws that will affect them when they enter the workforce. The program is designed to enhance knowledge and give participants substantive information when it comes to their rights in the workplace.

For more information, contact **Lester Claravall** at the Oklahoma Department of Labor at 405-521-6591 or visit our website at www.labor.ok.gov

TIPS FOR TEEN WORKERS

What are the physical demands of my job?

What are my hours?

Will I be working alone or with others?

What safety gear will I need to wear?

What workplace hazards should I be aware of (e.g., noise, chemicals)?

What safety training will I receive and when will I receive it?

Where are the first-aid supplies and fire extinguishers located?

Does my employer have a worker safety policy and an emergency action plan?

Is there an occupational safety and health professional on staff?

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TEEN WORKER RESPONSIBILITIES

Trust your instincts about dangerous situations.

Follow all safety rules.

Wear proper safety equipment.

Ask questions about potentially dangerous situations or equipment.

Tell your supervisor or parent if you suspect unsafe conditions.

Be aware of your work environment.

Work safely.

Stay sober and drug-free.

Know your workplace rights.
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