

The Youth Workers' Guide to Workplace Safety

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Youth Workers have the Right to:

- ◆ A Safe and Healthful Workplace
- ◆ Training on chemical and other health and safety hazards at your job
- ◆ Necessary safety equipment that you need to do your job
- ◆ A workplace free from discrimination and harassment

As a youth worker, you are protected by the Occupational Safety and Health Administration and the Department of Labor. There are strict laws and requirements that will protect you while on the job. This newsletter will highlight the laws and requirements that you need to know to protect you in the workplace.

The U.S. Department of Labor and the Utah Labor Commission have laws that protect youth workers. When these laws differ, the law that is the most stringent is the law that is enforced in Utah.

Web links to more information on these laws and regulations are listed at the

end of this newsletter

Information for this newsletter was obtained from the following agencies:

The National Institute for Occupational Safety and Health (NIOSH)

The Center for Disease Control (CDC)

Utah Occupational Safety and Health (UOSH)

The U.S. Occupational Safety and Health Administration (OSHA)

The Utah Labor Commission (LC)

The U.S. Department of Labor (DOL)



Work hard, but not in any prohibited job

Young workers typically try hard to do a good job for employers. Unfortunately this can get youth workers in trouble if the employer takes advantage of their willingness to do anything, even jobs that are prohibited for a youth worker to do, or for which they have not been correctly trained. The following pages will list the occupations that you are allowed to do according to your age. Remember it is against the law for your employer to require you to work in any of the prohibited occupations. Most employers won't purposely put youth in danger, but there are far too many cases where employers allowed an eager young worker to do a task that was beyond his or her training. The results have been fatal.

Youth Workers at Risk

Youth Workers are at risk of workplace injuries because of their inexperience at work and their physical, cognitive, and emotional developmental characteristics. Youth Workers often hesitate to ask questions and may fail to recognize workplace dangers. (Source OSHA Young Worker Fact Sheet.)

Hazardous Occupations

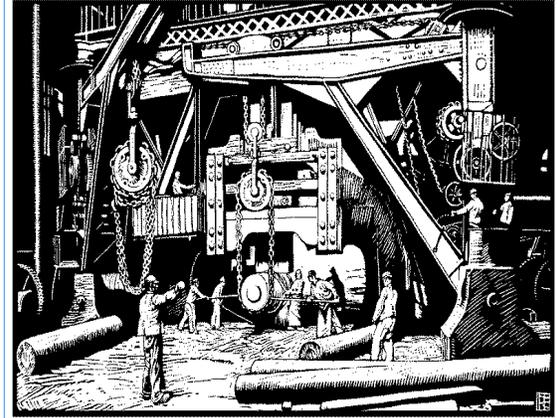
The U.S. Secretary of Labor has identified occupations that are too dangerous for anyone under 18 to perform (list is located below). The rules prohibiting working in hazardous occupations apply either on an industry basis, or on an occupational basis no matter what industry the job is in. Youth employed by their parents are subject to these same rules; the family owned business exemption

does not apply to this list.

Some of these hazardous occupations have definitive exemptions. In addition, limited apprentice, student-learner exemptions apply to those occupations marked with an *.

For more information regarding these exemptions please go to the Department of Labor website:

www.dol.gov.



Hazardous Occupations that Youth 18 and Under Cannot Perform

- ◆ Operation in or about establishments manufacturing or storing explosives or articles containing explosive components
- ◆ Motor vehicle drivers and helpers
- ◆ Coal mining operations
- ◆ Logging operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill
- ◆ *Operation of power-driven woodworking machines
- ◆ Jobs involving exposure to radioactive substances and to ionizing radiation
- ◆ Operation of power-driven hoisting apparatus
- ◆ *Operation of power-driven, metal forming, punching and shearing machines
- ◆ Operation connected with mining, other than coal
- ◆ Meat packing or processing operations (included the use of power-driven meat slicing machines)
- ◆ Operation of certain power-driven bakery machines
- ◆ *Operation of certain power-driven paper-products machines (including scrap paper balers and paper box compactors)
- ◆ Manufacture of brick, tile, clay, and related products
- ◆ *Operation of circular saws, band saws and guillotine shears
- ◆ Wrecking, demolition, and shipbreaking operations
- ◆ *Roofing operations (and all work on or about a roof)
- ◆ *Excavation operations

APPROVED AND PROHIBITED OCCUPATIONS BY AGE

Youths under 13 years of age may:

- ◆ Deliver newspapers
- ◆ Work as a baby-sitter
- ◆ Work as an actor or performer in motion pictures, television, theatre, or radio
- ◆ Work in a business solely owned or operated by your parents (except any occupation listed on the Hazardous Occupation List)
- ◆ Work on a farm owned or operated by their parent(s)

Youths older than 14 years of age may work in the following places of business:

- ◆ An Office
- ◆ A Grocery Store
- ◆ A Retail Store
- ◆ A Restaurant
- ◆ A Movie Theater
- ◆ A Baseball Park
- ◆ An Amusement Park
- ◆ A Gasoline Service Station



A youth of 14 or 15 years of age may perform the following jobs in a retail or service industry:

- ◆ Bagging and carrying out customer's orders;
- ◆ Cashiering, selling, modeling, art work, advertising, window trimming, or comparative shopping;
- ◆ Cleaning fruits and vegetables;
- ◆ Clean-up work and grounds maintenance - The youth worker may use vacuums and floor waxers, but he or she cannot use power-driven mowers, cutters, and trimmers;
- ◆ Clean cooking equipment, including the filtering, transporting and dispensing of oil and grease, but only when the surfaces of the equipment and liquids do not exceed 100° F;
- ◆ Delivery work by foot, bicycle, or public transportation;
- ◆ Kitchen and other work in preparing and serving food and drinks, but not cooking or baking (see hazardous jobs);
- ◆ Office and clerical work;
- ◆ Pricing and tagging goods, assembling orders, packing, or shelving;
- ◆ Pumping gas, cleaning and polishing cars and trucks (but the young worker cannot repair cars, use garage lifting rack, or work in pits) Wrapping, weighing, pricing, stocking any goods as long as the young worker does not work where meat is being prepared and does not work in freezers or meat coolers.

A youth of 14 or 15 years of age may **NOT** work in these occupations:

- ◆ Communications or public utilities jobs
- ◆ Construction or repair jobs
- ◆ Driving a motor vehicle or helping a driver
- ◆ Manufacturing and mining occupations
- ◆ Power-driven machinery or hoisting apparatus other than typical office machines
- ◆ Processing occupations
- ◆ Public messenger jobs
- ◆ Transporting of person or property
- ◆ Workrooms where products are manufactured, mined or processed.
- ◆ Warehousing and storage
- ◆ Baking
- ◆ Boiler or engine room work, whether in or about
- ◆ Cooking, except with gas or electric grilles that do not involve cooking over an open flame and with deep fat fryers that are equipped with and utilize devices that automatically lower and raise the baskets in and out of the hot grease or oil
- ◆ Freezers or meat coolers work
- ◆ Loading or unloading goods on or off trucks, railcars, or conveyors
- ◆ Meat processing area work
- ◆ Maintenance or repair of a building or its equipment

(Continued from page 3)

- ◆ Operating, setting up, adjusting, cleaning, oiling, or repairing power driven food slicers, choppers, grinders, or cutters and baker mixers
- ◆ Outside window washing, or work standing on a window sill, ladder, scaffold, or similar equipment
- ◆ Warehouse work, except office and clerical work

Youths 16 years and older may:

- ◆ Youths age 16 years and older may work in any occupation except for those on the Hazardous Occupations list (page 2)

FUN IN THE SUN HAS ITS DANGERS

Many youths work in occupations that place them in conditions with exposure to high heat. Heat stroke is a serious heat related disorder that requires emergency medical treatment. To keep you cool this summer follow these recommendations.

- ◆ Drink plenty of water, or sports drinks.
- ◆ Stay away from carbonated beverages and caffeine; these beverages can actually reduce the fluids in your body.
- ◆ Don't wait until you are thirsty to drink fluids.
- ◆ You should drink water every 15 to 20 minutes.

Reduce your physical exertion. Slowly acclimate yourself to working in the heat. Don't go all out your first day.

Who do I call?

If you have been injured, harassed, not paid wages, placed in an unsafe position, or are asked to work excessive hours, please contact the appropriate agency.

Workplace Safety: Utah OSHA 1-801-530-6901

Discrimination/Harassment: U.S. Equal Employment Opportunity Commission
1-800-669-4000

Wage Issues, Employment Standards: Utah Labor Commission 801-530-6801
Toll free 1-800-222-1328

KNOW THE HOW, WHEN, WHERE, AND WHY'S OF HAZARDS

Hazards are the conditions or items that can cause a workplace injury. Chemicals are marked "HAZARDOUS", but they are not the only things that can hurt you in the workplace.

How can this hazard cause injury?

Some hazards can be inhaled or ingested, some can cut you, some can cause you to slip or fall, some can crush, and some can cause a fatality.

When might I come in contact with a hazard? – Anytime

Where can I find hazards? – Anyplace

Why do we have hazards? – We can't completely eliminate some hazards. We can only protect the worker from the hazard and its implications.

It is up to you to be prepared to identify hazards and to use proper safety equipment or practices. Ask your supervisor what type of safety program is in place to protect you and your fellow co-workers.



Examples of common hazards in the workplace

Safety Hazards	Chemical Hazards	Biological Hazards	Other Health Hazards
Hot Surfaces	Cleaning products	Viruses	Noise
Machines without guards	Acids	Bacteria	Vibrations
Lack of fire exits	Lead	Molds	Heat or cold
Falling objects	Ozone	Animals	Repetitive movements
Motor vehicles	Mercury	Birds	Awkward posture
Cluttered work areas	Gasoline	Poison oak	Heavy lifting
Slippery floors	Solvents	Used needles	Fast pace of work
Knives	Wood dust	Poor air quality	Harassment
	Pesticides	Poor lighting	Radiation