



Loss Control Insight

Protect Teenage Workers this Summer

The summer season will soon be here, and with it will come many teenagers looking for summer jobs. For the majority of them, the work will be a rewarding experience; however, despite our best efforts to provide a safe workplace, a number of teens will risk being injured or killed on the job.

Inexperience works against all employees and is a leading cause of workplace accidents and injuries. Teen workers need help working safely because OSHA studies show that workers with less than one year's experience account for almost one-third of the occupational injuries every year.

Of course, some tasks and tools present more of a hazard than others do. Whatever the activity, there are some relatively simple steps that we can take to prevent injuries to working teens.

Understand and comply with child labor laws that might apply to your municipal entity. Make sure that your teens are working within the guidelines for hours limitations. The Fair Labor Standards Act (FLSA) child labor provisions are designed to prohibit young workers' employment in jobs and under conditions detrimental to their health or well-being.

Federal regulations governing youth employment indicate the permissible jobs and hours of work, listed by age. Youths 18 years or older may perform any job, whether hazardous or not, for unlimited hours. Youths 16 and 17 years old may perform any nonhazardous job for unlimited hours up to 8 hours per day and 28 hours per school week (Monday through Friday). Maximum of 44 hours per week including the weekends.

Youths 14 and 15 years old may work outside school hours in various nonmanufacturing/ nonmining/ nonhazardous jobs under the following conditions:

- ◆ No more than 3 hours on a school day;
- ◆ No more than 8 hours on a nonschool day;
- ◆ No more than 18 hours during a week when school is in session;
- ◆ No more than 40 hours during a week when school is not in session;
- ◆ Between 7 a.m. and 7 p.m.—except between June 1 and Labor Day when the evening hour is extended to 9 p.m.
- ◆ School hours are determined by the local public school in the area the minor is residing while employed - this is true even if the minor does not attend the public school (i.e., attends a private school or is home schooled).

Be sure to stress safety, particularly among direct supervisors who have the greatest opportunity to influence teens and their work habits. Make sure that adolescent workers are appropriately trained, dressed and supervised to prevent injuries and hazardous exposures. Train all supervisors in the requirements of the Fair Labor Standards Act.

Investigators of the Wage and Hour Division, stationed across the U.S., enforce the child labor provisions of the FLSA. Violators of the child labor provisions may be subject to a civil penalty of up to \$10,000 for each minor employed in violation