



Oklahoma Department of Labor



**Youth
Employment
Bucks**



**Employment Standards Division
Child Labor Unit**
3017 N Stiles, Suite 100
Oklahoma City, OK. 73105

Mark Costello
Commissioner of Labor

Paying Attention Pays



SAFETY SMART

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

Right to a safe and healthful workplace.

Right to know about hazards in the workplace and what to do to prevent injuries from those hazards.

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 www.osha.gov

Right to refuse work that they believe, in good faith, can be dangerous to themselves or others.

Minimum Wage is currently \$7.25 per hour.

5 Dangerous Teen Jobs

(Source: Child Labor Coalition)

1. Traveling youth sales crews
2. **Construction and height work**
3. Outside helper, landscaping, grounds keeping and lawn service
4. **Agriculture, harvesting crops**
5. Driver/operator of forklift, tractor or ATV

Teen Responsibilities

Trust your instincts about dangerous situations.

Follow all safety rules.

Wear proper safety gear.

Ask questions about potentially dangerous situations.

Ask questions about potentially dangerous equipment.

Tell your boss/parent if you suspect unsafe conditions.

Be aware of your work environment.

Work safely.

Stay sober and drug free.

Know your workplace rights.

Safety 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?

What safety training will I receive and when?

Where are the first aid supplies and fire extinguishers?

Does my employer have a worker safety policy?

Does my employer have an emergency action plan?

Is there a safety & health professional on staff?

Student work permit is issued by the school. If school is closed, inquire with Superintendent's Office.

14 is the minimum age to be employed in Oklahoma.

Fair Labor Standards Act (FLSA) Work Restrictions

Minors **UNDER 18** cannot perform the following:

1. *Manufacturing and storing explosives*
2. *Motor vehicle driving and outside helper*
3. *Coal mining*
4. *Forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling*
5. *Power-driven woodworking machines*
6. *Exposure to radioactive substances*
7. *Power-driven hoisting apparatus, forklifts*
8. *Power-driven metal-forming, punching, and shearing machines*
9. *Mining, other than coal mining*
10. *Power-driven meat processing equipment, including meat slicers and other food slicers, slaughtering or meat-packing, processing, or rendering*
11. *Power-driven baking machines*
12. *Power-driven balers, compactors, and paper-products machines*
13. *Manufacturing brick, tile, and kindred products*
14. *Power-driven circular saws, band saws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs*
15. *Wrecking, demolition, and shipbreaking operations*
16. *Roofing operations*
17. *Excavation operations*

United States Department of Labor (USDOL)
www.youthrules.dol.gov
1-866-487-9243



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

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.

Contact Lester Claravall at the Oklahoma Department of Labor statewide toll free 1-888-269-5353 or 405-521-6591. His email address is lester.claravall@labor.ok.gov To download game material, visit www.labor.ok.gov

Every 5 days

a teen worker is killed on the job!

Every 9 minutes

a teen worker is injured on the job

Oklahoma Department of Labor

Employment Standards Division
Child Labor Unit
3017 N. Stiles, Suite 100
Oklahoma City, OK. 73105

Mark Costello
Commissioner of Labor

Youth Employment Bucks

Paying Attention Pays