
Teens in the Workforce

Some Facts to Consider



Today, more teenagers are working...

- at more types of jobs
- during more weeks of the year
- for longer weekly hours than has ever been true in the past!



5 ½ million teens ages 12-17 are working...

- over half of all 16-17 year olds
- more than a quarter of all 15 year olds



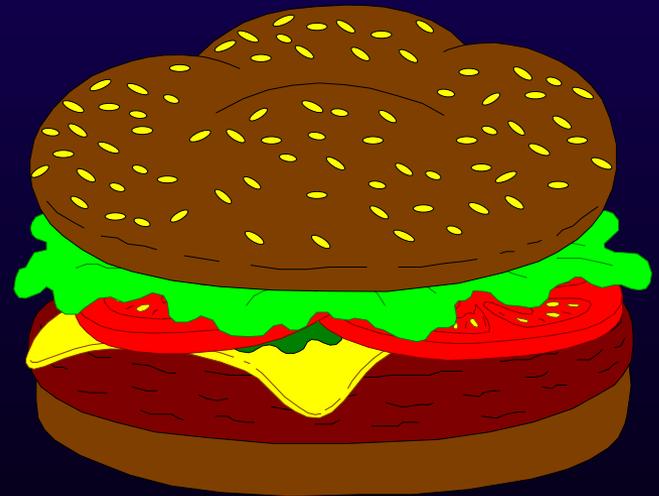
How much do teens work?

Usually after a full day of school work

- 15 year olds average 17 hours of work per week
 - 16-17 year olds average 21 hours of work per week
 - These numbers do not count those that are hired in illegal jobs because they are less experienced, less costly, and complain less.
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Where are teens working?

- 51% work in retail (includes fast food)
- 34% work in service
 - ▶ Health
 - ▶ Education
 - ▶ Entertainment/Recreation



How safe are teens at work?

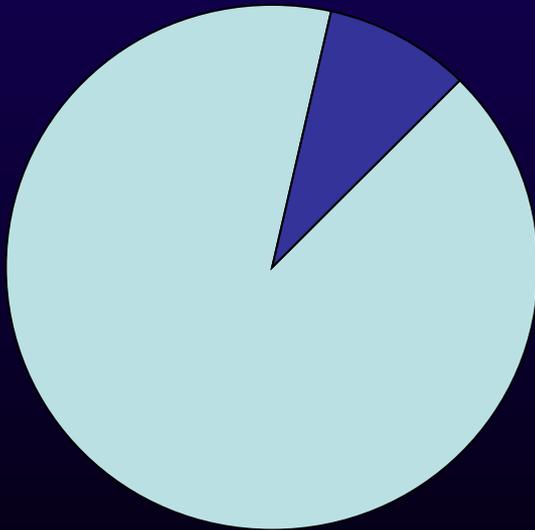
Each year:

- 70 teens are killed on the job
- 210,000 are injured on the job
- 70,000 are injured seriously enough to require emergency room treatment!

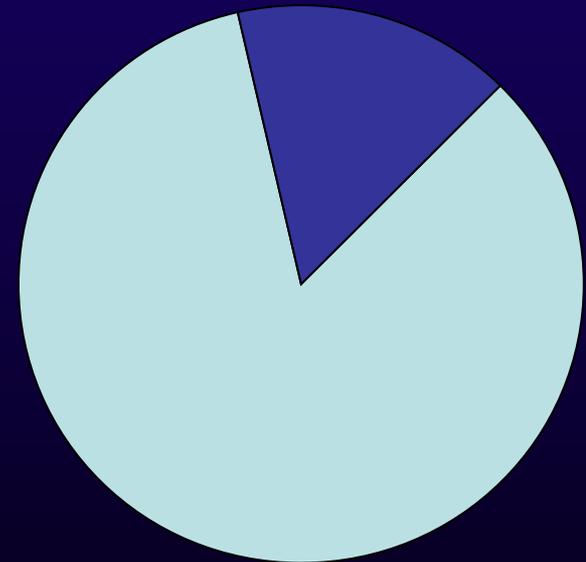


Compare this to adult injuries on the job

- 16 per 100 teens
- 9 per 100 adults



■ 100 Adults Working ■ 9 injuries



■ 100 Teens Working ■ 16 injuries

Why do teens get hurt?

- Inexperience – Not immaturity
 - Teen jobs are in industries with higher than average injury rates
 - Inadequate health and safety training
 - Limited on-the-job supervision
 - Fatigue – pushing teens too hard
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Why do teens get hurt?

- Teens unfamiliar with work-place hazards
 - Unaware of legal rights as workers
 - Afraid of losing job if they speak up
 - Physical development is varied
 - Trying to be dependable
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What types of injuries do teens suffer on the job?



- Cuts and lacerations
 - Bruise and contusions
 - Sprains and strains
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What type of injuries do teen suffer on the job?

Common tasks and tools associated with injury:

- Driving a car
 - Driving heavy equipment, especially tractors
 - Using power tools, especially meat slicers
 - Deaths most often while driving or traveling as a passenger in a vehicle
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How do we protect the working teen?

- Child Labor Laws
 - ▶ Fair Labor Standards Act
 - ▶ OSHA
 - ▶ State Laws



FLSA – restrictions on employment of minors

Absolutely no exceptions for 16-17 year olds

- Manufacturing and storing explosives
- Motor-vehicle driver and outside helper
- Coal mining
- Other mining
- Logging and saw milling



FLSA – restrictions on employment of minors

- Exposure to radioactive substances and ionizing radiations
 - Power-driven hoisting apparatus
 - Power-driven bakery machines
 - Manufacturing brick or tile
 - Wrecking, demolition, salvage
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FLSA – restrictions on employment of minors

16-17 years permitted only if student learners or enrolled apprentices

- Power-driven woodworking machines
 - Power-driven metal forming, punching or shearing machines
 - Meat packing or processing
 - Power driven paper product machines
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FLSA – restrictions on employment of minors

- Power-driven circular or band saws and guillotine shears unless equipped with fully automatic feed and ejection
- Roofing operations
- Excavation operations



Hour Restrictions

- 14-15 year olds not permitted to work during school hours
 - 16-17 year olds have no hour restrictions as long as it is a nonhazardous job
 - 18 year olds have no limitations on hours
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Minimum Wage

Exceptions:

- Minor during first 90 days
 - Outside sales, family companionship services, seasonal camping, religious or recreation programs
 - Agriculture
 - Apprentices or students employed by school
 - Seasonal hourly employee of amusement park
 - Employees receiving tips
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Break and Lunch

- Meal period not more than five hours after starting
 - at least 30 minutes long
- If you work for 4 or more hours, you get a 10-minute break during that time

Payment of Wages

- At least semi monthly – unless on salary
 - All deductions must be included in statement
 - When hired, get notice of paydays
 - If you quit or are fired, payment should be received within 24 hours
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Drug and Alcohol Testing

Investigation of accidents, impairment, theft, maintenance of safety

- Must have a policy and let employees know of it
 - During or immediately following work period
 - Employer pays cost
 - Privacy shall be observed
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Worker's Compensation

- What if you get hurt at work?
 - ▶ As an apprentice or intern, you are covered by the school district's worker's compensation
 - ▶ You are considered a volunteer for the school district
 - In a regular job setting, the employer is responsible – unless the employee is negligent or acts irresponsibly
 - ▶ Can require you to seek treatment at a designated facility
 - ▶ Can require you to file claim with specific person and within specific time
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Discrimination

Title VII of the Civil Rights Act prohibits discrimination on the basis of:

- Race or Color
- Sex
- Age – If over 40
- Pregnancy or Childbirth
- Religion
- National Origin
- Handicap



Sexual Harassment in the Workplace

Sexual harassment is illegal!

- Title VII of the Civil Rights Act
 - ▶ Discrimination in employment based on sex is against the law
- Title IX
 - ▶ Prohibits sexual discrimination by institutions that receive any federal funding

Sexual Harassment

Isn't easy!!

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What is sexual harassment?

Behavior that is unwanted or unwelcome.

Behavior that is sexual or relates to the sex or gender of the harassed person.

Behavior that occurs in the context of a relationship where one person has formal or informal power over the other person.

Two Types

**Quid Pro
Quo**

**Hostile
Environment**

First

Quid Pro Quo

- This is for that
 - Retaliates for refusal
 - Explicit or
 - Implicit
-

Second

Hostile Environment

- Frequently takes subtle forms
 - “*Hostile environment*” harassment
 - Behavior that has the purpose or effect of unreasonably interfering with performance
 - Intimidating, hostile or abusive work or school environment
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How can you recognize sexual harassment?

It can be in the form of . . .

- Verbal
 - Non-verbal
 - Or physical
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How can you recognize it?

Unwanted

- If the behavior is unwelcome it may be sexual harassment
 - Victim may openly object
 - Victim may be afraid to indicate behavior is unwanted
 - What one person sees as
 - Flattering, funny, or friendly
 - Another person sees as
 - Intimidating, hostile, offensive, demeaning, inappropriate
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How do you recognize it?

- Occurs in the context of power imbalance
- Sexual harassment is more to do with power and less to do with sex

The test is whether the conduct

- Would be offensive to a “reasonable person”
 - **NOT**
 - What the offender “intended” by the conduct
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How can you recognize it?

Behavior rising to the level of harassment

- Single occurrence of severe sexual behaviors
 - Less serious may require repeated behaviors
 - The more serious the behavior, the fewer times it need be repeated before it rises to the level of harassment
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How can you recognize it?

- Must be sexual in nature or gender based
 - Need not be intended to result in sexual gratification
 - Often intended to insult, deride, or degrade
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Examples of Sexual Harassment

- Threats or bribes for unwanted sexual activity
- Sexist or stereotype comments about a gender
- Displaying pictures, calendars, cartoons of a sexual nature

What can I do if I am sexually harassed?

- Tell your teacher and parents!
 - Tell your supervisor
 - Contact human resources
 - Call the Antidiscrimination Office of the Utah Labor Commission
 - Document the occurrences
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For further assistance, you can contact:

- Utah Anti Discrimination Division of the Utah Labor Commission at (801) 530-6800
 - US Department of Labor at (801) 524-5706
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