

Workplace Safety Laws

Protect Your Health. Know Your Rights.

By law, your employer must provide the following:

- A safe and healthy workplace.
- Training about health and safety, including information on chemicals that could be harmful to your health.
- Protective clothing and equipment.
- Payment for medical care, if you get hurt or sick because of your job. You may also be entitled to lost wages.
- At least the minimum wage, which is generally \$7.25 per hour.

You have a right to do the following:

- Report safety problems.
- Work without racial or sexual harassment.
- Refuse to work, if the job is immediately dangerous to your life or health.
- Join or organize a union.
- Get paid overtime, if you work more than 40 or 48 hours per week, depending on the size of the company. Check with your supervisor.

What are my safety responsibilities on the job?

- Follow all safety rules and procedures.
- Use safety equipment and protective clothing when needed.
- Look out for coworkers.
- Keep work areas clean and neat.
- Know what to do in an emergency.
- Report any health or safety hazards to your supervisor.

Should I be working this late or this long?

Child labor laws protect teens from working too long, too late, or too early. This table shows the hours teens may work. Exceptions exist for students in work experience programs.

<u>Work Hours For Teens</u>		
Under 14	Ages 14 and 15	Ages 16 and 17
A person under 14 years of age cannot be employed, except as follows: <ul style="list-style-type: none">• newspaper carrier.• agriculture worker.*• actor, actress, or model.	Between Labor Day and June 1st: <ul style="list-style-type: none">• Not before 7 a.m. or after 7 p.m.• Not over 3 hours/day on a school day, and not over 18 hours/week• Not during school hours.• No more than 8 hours on a non-school day. From June 1st to Labor Day: <ul style="list-style-type: none">• 7 a.m. to 9 p.m.• Not over 8 hours in any 24-hour period.• Not more than 40 hours per week.	<ul style="list-style-type: none">• Not before 5 a.m. on school days or after 11 p.m. on school nights (no restrictions on weekends or holidays). These times can be changed to 4:30 a.m. and 11:30 p.m. with parental consent.

* Children must be at least 14 to work outside school hours in any agricultural job. Twelve- and 13-year-olds may work, if parental consent is given and if they are working on the same farm as their parent. No age restrictions exist for children who work on their family's farm.

Required Breaks:

Employers should give bathroom breaks for every four hours worked and meal breaks for every eight hours worked.