

LESSON
7

Worker Safety Laws and You



Description:

Students review current worker safety laws by playing a game and discussing present-day scenarios.

Learner Outcomes:

Students will be able to do the following:

1. Describe current worker safety laws.
2. Apply these laws to specific work situations.
3. Perceive that workers have the right to expect a safe work environment.

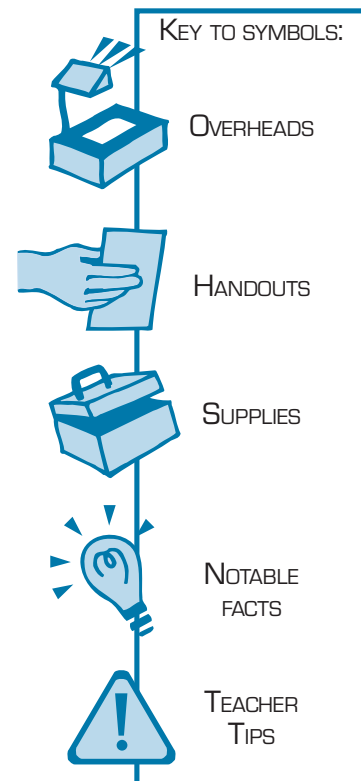
4. Perceive that employers have a right to expect employees to behave in a safe manner.
5. Stop any work practices that are illegal for them to perform.

Key Concepts:

1. Worker safety laws exist and every employer should follow them.
2. Worker safety laws are made to protect workers from injury and permanent disability, not to limit their opportunities for employment.

Fact:

Passage of the Fair Labor Standards Act of 1938 placed, for the first time in U.S. history, federal limitations on the types of nonagricultural work permitted for children and adolescents under the age of 18.



Materials

Needed:

- “Looking at the Laws” cards
- Heavy cardstock paper
- Scissors
- Masking tape
- Coin
- “Workplace Safety Situations” sheet, one per student
- “Additional Worker Safety Resources” fact sheet (one per student)

Preparation Needed:

1. Photocopy the “Looking at the Laws” cards onto heavy cardstock paper (two-sided). Cut each sheet of paper in the middle to separate the cards. Tape the “Looking at the Laws” cards to the chalkboard or wall with the questions facing the chalkboard or wall.
2. Make copies of the “Workplace Safety Situations” (one two-sided sheet per student).
3. Make copies of the “Additional Worker Safety Resources” fact sheet (one per student).

Directions:

“Looking at the Laws” Game Show (25-35 minutes)

1. Divide the class into two teams. Make sure students put their “Worker Safety Laws” fact sheets away during this game. Pick a player from each team to start the game. Have these two players flip a coin to see which team will start first.
2. Have the first player call out the number of one of the cards on the chalkboard. Say:
I will read the question on this card. You will have ten seconds in which to answer the question. If you cannot answer the question correctly, the other team will be given ten seconds in which to answer the question. The team that answers the question correctly will get one point. The team with the most points at the end of the game wins.
3. At the end of the game, say:
This game has helped us review some of the main child labor laws. Let’s try to apply these laws to actual work situations.



“LOOKING AT THE LAWS”
GAME SHOW CARDS



“WORKPLACE SAFETY
SITUATIONS” SHEETS

Worker Safety Situations (15 minutes)

1. Give each student one of the “Worker Safety Situations” sheets. Explain:
Read through each situation and decide which worker safety laws apply to that situation. Write the laws in the space provided below each situation.

2. After about five minutes, have the whole class come back together. Read through each situation and discuss it. Ask:
Which laws are being broken in this situation? Of which laws should the worker be aware?

Answers To Situations:

- # 1: No one under 18 years of age is allowed to work over 12 feet above the ground.
- # 2: A 15-year-old must not work more than 18 hours per week during the school year.
- # 3: No one under 18 years of age is allowed to work on a construction site.
- # 4: A 15-year-old must not work after 7 p.m. on a school night.
- # 5: No one under 18 years of age is allowed to operate a meat slicer.
- # 6: No one under 18 years of age is allowed to drive a forklift.
- # 7: A 15-year-old must not work more than 40 hours per week during the summer.
- # 8: No one under 16 years of age is allowed to lift or carry people in a nursing facility.

3. Ask:
How many of you have had your employer go over child labor laws with you?
4. Explain:
It is your employers' responsibility to ensure they are not breaking any laws by what they ask you to do. As workers, however, it is important that you also know the laws.
5. Spend a few minutes talking about the rationale behind these laws. Many of these laws were put in place to specifically address issues that were causing unsafe work conditions for teens in the past. During Lesson 6, you talked about a number of these conditions, including long hours, few breaks, and dangerous jobs.

Many of the jobs that teens are prohibited from doing are considered to be dangerous or risky. The laws are meant to protect teens from working in these dangerous or risky situations. Many of the industries that employ large numbers of children and adolescents (such as agriculture) have higher-than-average injury rates for workers of all ages.



It's the responsibility of employers to ensure they are not breaking any worker safety laws.



Taking It Home:

No homework for this lesson.

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Workplace Safety Situations (continued)

Situation # 5:

Josh, who is 16, just started his new job with the local grocery store. They have asked him to work in different departments. They start him in the deli department slicing luncheon meats. His supervisor trains him to use the equipment and watches him several times to make sure he is doing it right.

Situation # 6:

Stacy, a 17-year-old, is still in high school. She landed a great weekend job working at a large warehouse in town. Most of her job involves inventorying and filling orders. Occasionally, she is asked to drive the forklift to move supplies. She really likes that part of her job.

Situation # 7:

Julie, who just turned 15, got a summer job at the local convenience store. She is working many hours to save up money for college. She is scheduled to work both Saturday and Sunday, so she will have worked almost 65 hours this week.

Situation # 8:

Trevor, who is 15, is working part-time at the nursing home in town. He is often asked to help move patients from their beds to their wheelchairs.

'Looking at the Laws' Game Show

CARD NO.

2

CARD NO.

1

'Looking at the Laws' Game Show (continued)

Question # 2:

How many hours a day
can 14- and 15-year-
olds work on a school
day?

Answer: 3 hours

Question # 1:

How late can 16- and
17-year-olds work on
school nights?

Answer: 11 p.m.

'Looking at the Laws' Game Show (continued)

CARD NO.

4

CARD NO.

3

'Looking at the Laws' Game Show (continued)

Question # 4:

How late can 14- and 15-year-olds work during the school year?

Answer: 7 p.m.

Question # 3:

How many hours a day can 14- and 15-year-olds work on non-school days?

Answer: 8 hours

'Looking at the Laws' Game Show (continued)

CARD NO.

6

CARD NO.

5

'Looking at the Laws' Game Show (continued)

Question # 6:

How many hours a week can 14- and 15-year-olds work during the school year?

Answer: 18 hours

Question # 5:

How early in the day can 14- and 15-year-olds start working?

Answer: 7 a.m.

'Looking at the Laws' Game Show (continued)

CARD NO.

8

CARD NO.

7

'Looking at the Laws' Game Show (continued)

Question # 8:

How old must a worker
be to operate a meat
slicer or bakery ma-
chine?

Answer: 18

Question # 7:

How old must a worker
be to operate a tractor
with greater than 20
horsepower?

Answer: 16

'Looking at the Laws' Game Show (continued)

CARD NO.

10

CARD NO.

9

'Looking at the Laws' Game Show (continued)

Question # 10:

A person under 14 years old may not work at which of these jobs—fast food restaurant, newspaper carrier, or actor/actress?

Answer: Fast food restaurant

Question # 9:

What is the minimum wage that workers must receive?

Answer: Generally \$ 5.15 per hour

'Looking at the Laws' Game Show (continued)

CARD NO.

12

CARD NO.

11

'Looking at the Laws' Game Show (continued)

Question # 12:

How old must you be before you can apply agricultural chemicals?

Answer: 16

Question # 11:

A 17-year-old may not work on a ladder higher than _____ feet?

Answer: 12 feet

'Looking at the Laws' Game Show (continued)

CARD NO.

14

CARD NO.

13

'Looking at the Laws' Game Show (continued)

Question # 14:

You must be 18 to do
which of these jobs—
logger, meat slicer, or
nursing assistant?

Answer: Logger and
meat slicer

Question # 13:

15-year-olds may work
at which of these jobs—
cashier, dishwasher, or
dry cleaner?

Answer: Cashier and
dishwasher

'Looking at the Laws' Game Show (continued)

CARD NO.

16

CARD NO.

15

'Looking at the Laws' Game Show (continued)

Question # 16:

How old must you be to operate power equipment, such as a saw or punch press?

Answer: 18

Question # 15:

After how many hours per week must an employer pay a worker overtime pay?

Answer: 40 or 48, depending on the size of the company

'Looking at the Laws' Game Show (continued)

CARD NO.

18

CARD NO.

17

'Looking at the Laws' Game Show (continued)

Question # 18:

How old must you be
to work in walk-in
freezers or coolers?

Answer: 16

Question # 17:

14- and 15-year-olds
can work how many
hours per week during
the summer?

Answer: 40 hours

'Looking at the Laws' Game Show (continued)

CARD NO.

20

CARD NO.

19

'Looking at the Laws' Game Show (continued)

Question # 20:

How old must a worker
be to drive a forklift?

Answer: 18

Question # 19:

How many hours a
week can 16- and 17-
year-olds work?

Answer: No restrictions

'Looking at the Laws' Game Show (continued)

CARD NO.

22

CARD NO.

21

'Looking at the Laws' Game Show (continued)

Question # 22:

Name one government agency you can call for help with worker safety issues.

Answer: MN Occupational Safety and Health Administration or MN Department of Labor and Industry

Question # 21:

How old must workers be to ride as passengers on a tractor, if they are not on their family farm?

Answer: 16

'Looking at the Laws' Game Show (continued)

CARD NO.

24

CARD NO.

23

'Looking at the Laws' Game Show (continued)

Question # 24:

How early may 16- and 17-year-olds work on a school day?

Answer: 5 a.m.

Question # 23:

How old do you have to be to work on your family's farm?

Answer: No lower age limit

'Looking at the Laws' Game Show (continued)

CARD NO.

26

CARD NO.

25

'Looking at the Laws' Game Show (continued)

Question # 26:

How old must you be to work at a job at which you lift or carry patients in a hospital or nursing home?

Answer: 16

Question # 25:

By law, how often should you be allowed a bathroom break on a job?

Answer: Every four hours

'Looking at the Laws' Game Show (continued)

CARD NO.

28

CARD NO.

27

'Looking at the Laws' Game Show (continued)

Question # 28:

How old must you be to work at a job that involves using explosives?

Answer: 18

Question # 27:

What can an employer do to you if you refuse to work in a job that is immediately dangerous to your life or health?

Answer: Nothing

'Looking at the Laws' Game Show (continued)

CARD NO.

30

CARD NO.

29

'Looking at the Laws' Game Show (continued)

Question # 30:

What hours can 16- and 17-year-olds work on weekends and holidays?

Answer:

No restrictions

Question # 29:

How old must workers be to work outside school hours in any agricultural job (if not on their family farm or working with a parent)?

Answer: 14

Additional Worker Safety Resources

If you want more information about worker safety, these resources can help you.

U.S. Department of Labor

<http://www.dol.gov/dol/esa/public/youth/index.htm>

This website has a wealth of information about teen work safety. Learn about worker safety laws and how to be safe in the workplace.

U.S. Department of Labor

Wage and Hour Division

331 Second Avenue South, Suite 920

Minneapolis, MN 55401

Phone: (612) 370-3371 Toll-free: 1-866-487-9243

Minnesota Department of Labor and Industry

443 Lafayette Road, St. Paul, MN 55155

Phone: (651) 296-2282 Toll-free: 1-800-342-5354

<http://www.doli.state.mn.us>

This organization provides up-to-date information on Minnesota's worker safety laws. Visit this location on their website for information specific to teen labor laws: <http://www.doli.state.mn.us/laborlaw.html#Child>

Farm Safety and Health Information Clearinghouse

Department of Biosystems and Agricultural Engineering, 219 Biosystems & Ag. Engr., 1390 Eckles Avenue, St. Paul, MN 55108-6005.

Phone: (612) 624-7444

<http://www.bae.umn.edu/~fs/>

This organization provides a wealth of information about farm safety. This website is an excellent place to start learning about safety issues to be aware of on a farm.

National Farm Medicine Center

<http://www.marshfieldclinic.org/nfmc/>

This website provides information on farm safety issues. By going to the following address on their website, you can find additional links to other resources:

<http://www.marshfieldclinic.org/nfmc/resource/default.htm>

Minnesota Extension Service — County Offices

University of Minnesota, 240 Coffey Hall, 1420 Eckles Avenue, St. Paul, MN 55108-6070.

Phone: (612) 625-1915

<http://www.extension.umn.edu/offices/>

Your county extension office can provide you with farm safety information. Look up your local extension office address and phone number at this website location.

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