

## Tips for Parents of Young Workers



# YOUR CHILD AT WORK

When parents think about protecting their children, they often think of drugs, alcohol, car collisions or sports injuries. Most parents assume their children are perfectly safe at work – unfortunately, that's not the case. Every year in Alberta approximately 7,600 workers aged 15-24 report on-the-job injuries. Between 2000 and 2004, 24 workers aged 15-24 died in workplace incidents and an additional 25 died in work-related motor vehicle incidents.\*

### Is Your Child Safe At Work?

No job is worth your child's life. No job is worth losing a finger or an eye. By asking your children the following questions, you may find out if they are in danger at work. You'll also be getting them to think about their own safety.

- Did your boss provide health and safety training?
- Does your supervisor work near you?
- Does your supervisor give you feedback on how to work correctly in a healthy and safe manner?
- Do you feel comfortable reporting safety concerns to your supervisor?
- What tasks do you perform at work?
- Are you tired at work or tired at school?
- Do you have to climb or work at heights?
- Do you lift and carry heavy objects?
- Do you use protective equipment and have you been trained to use it properly?
- Do you work with chemicals? Has anyone shown you how to safely handle these chemicals?
- Do you know it's important for you to immediately let your supervisor know about any injury you receive?
- Do you know your rights and responsibilities for a safe and healthy workplace?

### Remind your children that by law they have basic rights and responsibilities, including:

- 1 The Right to Know what hazards there are in their workplace and what to do to prevent injuries from those hazards
- 2 The Right and Responsibility to Refuse work that they reasonably believe can be dangerous to themselves or others
- 3 Working Healthy and Safe:
  - follow the health and safety procedures for the job
  - ask for training if they don't know how to do something
  - use all provided personal protective equipment and clothing
- 4 Report Hazards:
  - immediately report any unsafe conditions to their supervisor
  - inform their supervisor if they have a physical, mental or emotional issue that could affect their ability to work safely

\*Source: Workers' Compensation Board - Alberta



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### Minimum Age Requirements for Working in Alberta

Employers must adhere to the minimum age requirements for working in Alberta. Your child's employer will require identification to verify their age.

#### Adolescents between 12 and 14 years old

Adolescents may be employed to make deliveries for a retail store, deliver newspapers or flyers, or work as a clerk in an office or retail store. The employer needs written consent from a parent or guardian before an adolescent can begin working.

Employers in the restaurant and food services industry no longer require permits before employing adolescents between 12 and 14 years of age. The Director of Employment Standards has designated the restaurant and food service industry as an approved occupation for adolescents, subject to certain conditions. The written consent of a parent or guardian is still required before the adolescent may begin working.

For any other type of work, permission from the Director of Employment Standards must be obtained in addition to written parental consent before employing an adolescent. For more information, visit [www.worksafely.org](http://www.worksafely.org).

Adolescents can work a maximum of 2 hours on a school day, a maximum of 8 hours on a non-school day, but cannot work between 9 p.m. and 6 a.m. Adolescents must be paid at least minimum wage.

#### Young persons between 15 and 18 years of age

Young persons cannot be employed between midnight and 6 a.m. in any retail store selling food or beverage, a retail business selling gasoline or other petroleum products, or in a hotel or motel.

Young persons may be employed in other workplaces between midnight and 6 a.m. if they work continuously with someone at least 18 years of age and a parent or guardian has provided the employer with written consent.

For more information for parents about the law and health and safety for young workers, take a look at our **X-Treme Safety: A Survival Guide for New and Young Workers** at the Workplace Health and Safety website at [www.worksafely.org](http://www.worksafely.org). If you need help with a concern involving the health and safety of your teen's workplace, call the Workplace Health and Safety Contact Centre at **1-866-415-8690**.

