

YOUTH @ WORK

Talking Safety

A Safety & Health Curriculum For Young Workers

New Jersey Edition

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



Lesson 1

Introduction to Young Worker Injuries



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Talking Safety 2

You will learn about

- Ways young workers can get hurt on the job
- Common health and safety hazards on the job
- Ways to reduce or control workplace hazards
- Emergencies in the workplace and how to respond
- What to do if you see something at work that could hurt you or make you sick
- What legal rights and responsibilities young people have at work

What is Your Experience With Work?

- How many of you have ever had a job?
- Where did you work?
- What did you do?
- Have you ever been hurt at work, or do you know someone who has?
- Have you ever been uncomfortable with a task you've been asked to do at work?
- Have you ever had any health and safety training at work?

Job Safety Quiz

- The law says your employer is responsible for providing you with a safe and healthy workplace.

True

False

- The law sets limits on how late you can work on a school night if you are under 16.

True

False

- If you are 16 years old you are allowed to drive a car on public streets as part of your job.

True

False

Job Safety Quiz (continued)

- If you are injured on the job, your employer must pay for your medical care.

True

False

- How often do teens get injured on the job in the United States?

One per day

One per hour

One every 9 minutes

Why are Young Workers More Likely to be Hurt on the Job?



Video and Discussion

Examples of Teen Work Injuries

The Impact of Work Injuries



Jack's Story

Job: Fast food worker

Hazard: Greasy, slippery floors

Injury: Injured tailbone

- Why do you think this happened?
- What could have prevented Jack from getting hurt?
- How might this injury impact Jack's daily life?

Teen Work Injuries

The Impact of Work Injuries



Antonio's Story

Job: Construction helper

Hazard: Unguarded chimney hole (on an unfinished roof)

Injury: Broken back

- Why do you think this happened?
- What could have prevented Antonio from being injured?
- How might this injury impact Antonio's daily life?

Teen Work Injuries

The Impact of Work Injuries



Angela's Story

Job: Office worker

Hazard: Excessive typing in an awkward position

Injury: Repetitive stress injury

- Why do you think this happened?
- What could have prevented Angela from being injured?
- How might this injury impact Angela's daily life?

Teen Work Injuries

The Impact of Work Injuries



Terrell's Story

Job: Landscape worker

Hazard: Wood chipper

Injury: Death

- Why do you think this happened?
- What could have prevented Terrell from being killed?

Teen Work Injuries

The Impact of Work Injuries



Cody's Story

- Job:** Farm worker
- Hazard:** Tractor without roll bar
- Injury:** Legs crushed under tractor

- Why do you think this happened?
- What could have prevented Cody from getting hurt?
- How might this injury impact Cody's daily life?

Teen Work Injuries

The Impact of Work Injuries



Lindsey's Story

- Job:** Pizza shop cashier
- Hazard:** Violence (by a co-worker)
- Injury:** Bumps and bruises caused by abusive co-worker

- What could Lindsey's employer have done to stop her abuser?
- What would you do in this situation?
- How might Lindsey's life be affected by this incident?

Teen Work Injuries

The Impact of Work Injuries



Anna's Story

Job: Smoothie shop worker

Hazard: Sexual harassment

Injury: Emotional trauma

- What could Anna's employer have done to stop her harasser?
- What would you do in this situation?
- How might Anna's life be affected by this incident?

Teen Work Injuries

The Impact of Work Injuries



Logan's Story

Job: Farm worker

Hazard: Unguarded, rotating bar on a tractor

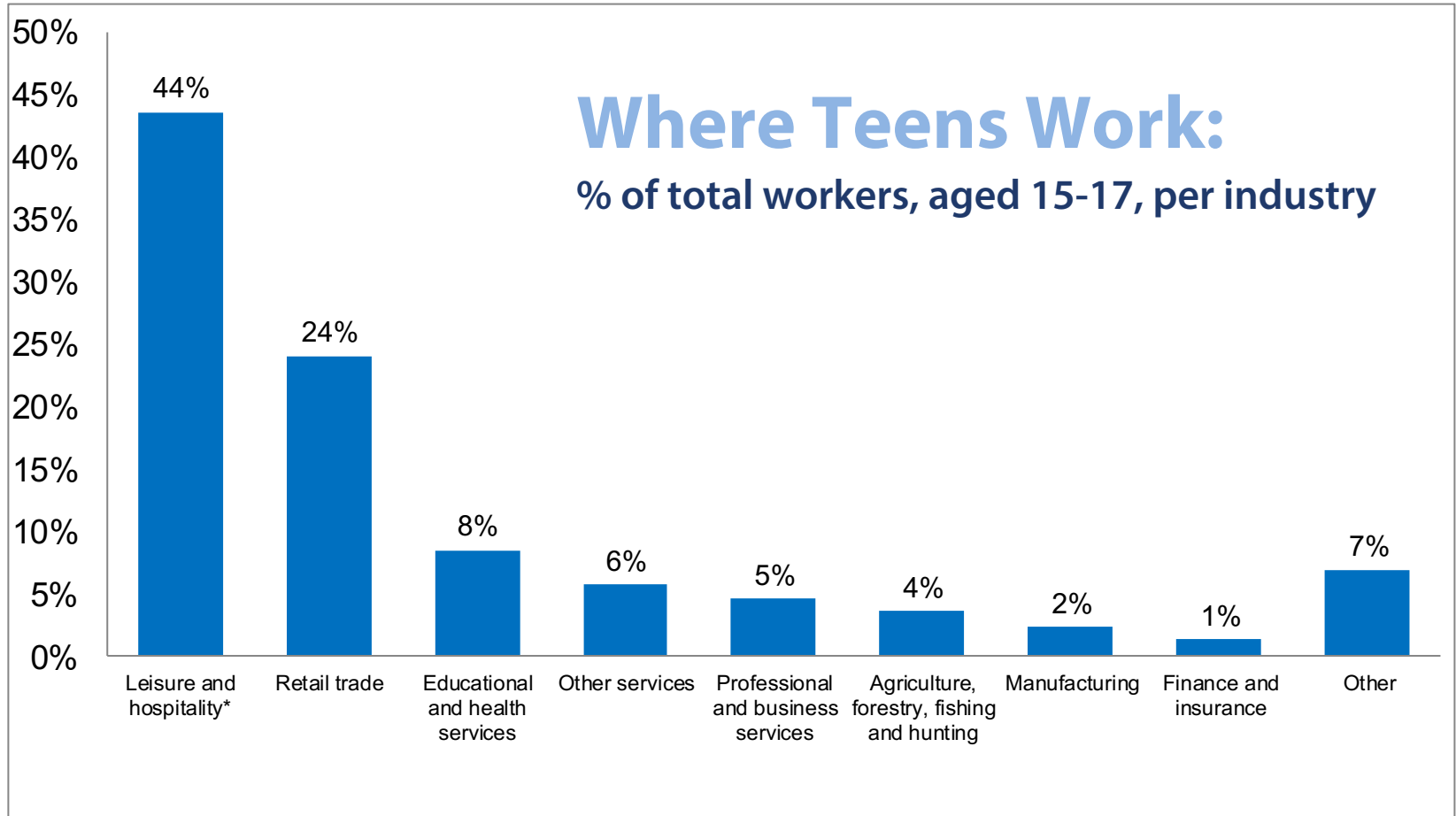
Injury: Severed arm, broken neck

- Why do you think this happened?
- What could have prevented Logan from being injured?
- How might this injury impact Logan's daily life?

Teen Worker Injury Statistics

- Approximately 1.6 million teens (aged 15–17) in the United States work. About 50% of 10th graders and 75% of 12th graders have jobs.
- Many youths are injured on the job.
- On average, each year
 - 59,800 workers younger than 18 are sent to the ER for job-related injuries, but actual injury statistics are much higher.
 - 37 workers younger than 18 die on the job.
 - Young workers are twice as likely to be injured than adult workers.

Teen Worker Statistics

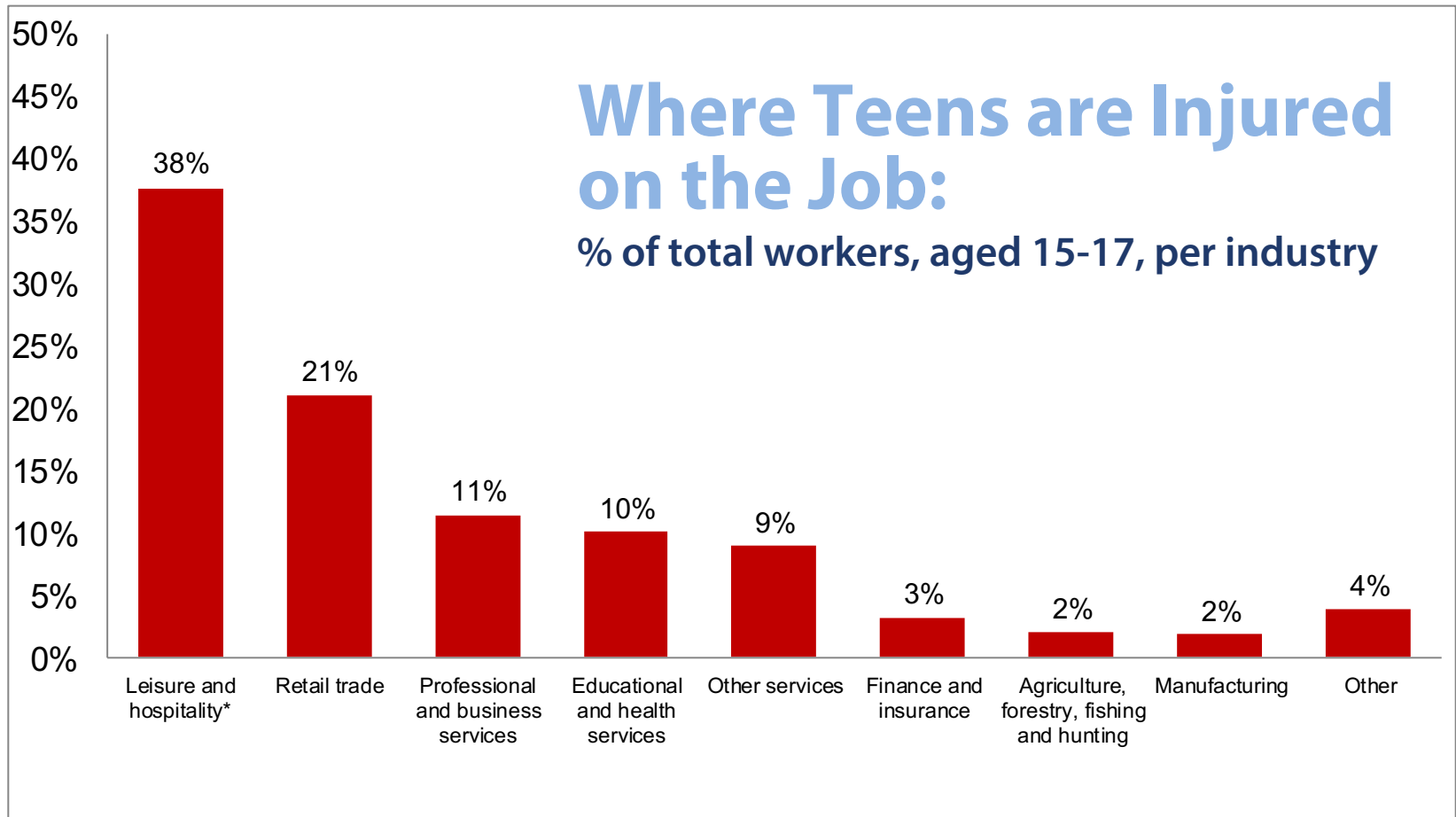


*Includes restaurants

Based on national data, and may vary by state. Working teens under age 14 not represented. Youth farm workers not represented.

Source: NIOSH / CDC 2009 (www.cdc.gov/niosh/topics/youth/chartpackage.html)

Teen Worker Injury Statistics



*Includes restaurants.

These data are for injuries that require at least one day away from work. They do not include youth who work on small farms, work for government agencies, or are self-employed.

Source: NIOSH / CDC 2009 (www.cdc.gov/niosh/topics/youth/chartpackage.html)

Key Points of the Curriculum

By the end of the course, you will be able to

- Recognize and reduce hazards on the job
- Identify the laws that protect teens from working too late or too long
- Identify the laws that protect teens from doing dangerous work
- Identify the laws that protect teens from discrimination (including harassment) at work
- Assess ways to solve health and safety problems at work
- Name some of the agencies that enforce health and safety laws and child labor laws
- Determine what to do in an emergency

Lesson 2 (and 2B)

Finding Hazards



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Job Hazards

A job hazard is anything at work that can hurt you either physically or mentally.

- **Safety hazards** can cause immediate injuries
 - Knives, hot grease
- **Chemical hazards** are gases, vapors, liquids, or dusts that can harm your body
 - Cleaning products, pesticides

Job Hazards (continued)

- **Biological hazards** are living things that can cause sickness or disease, such as HIV/AIDS, hepatitis, tuberculosis.
 - Bacteria, viruses
- **Other health hazards** are other harmful things that can injure you or make you sick. Some are not obvious because they may not cause health problems right away.
 - Noise, radiation, repetitive movements, heat, cold, stress, violence

Find The Hazards: Fast Food Restaurant

Illustrated Workplaces



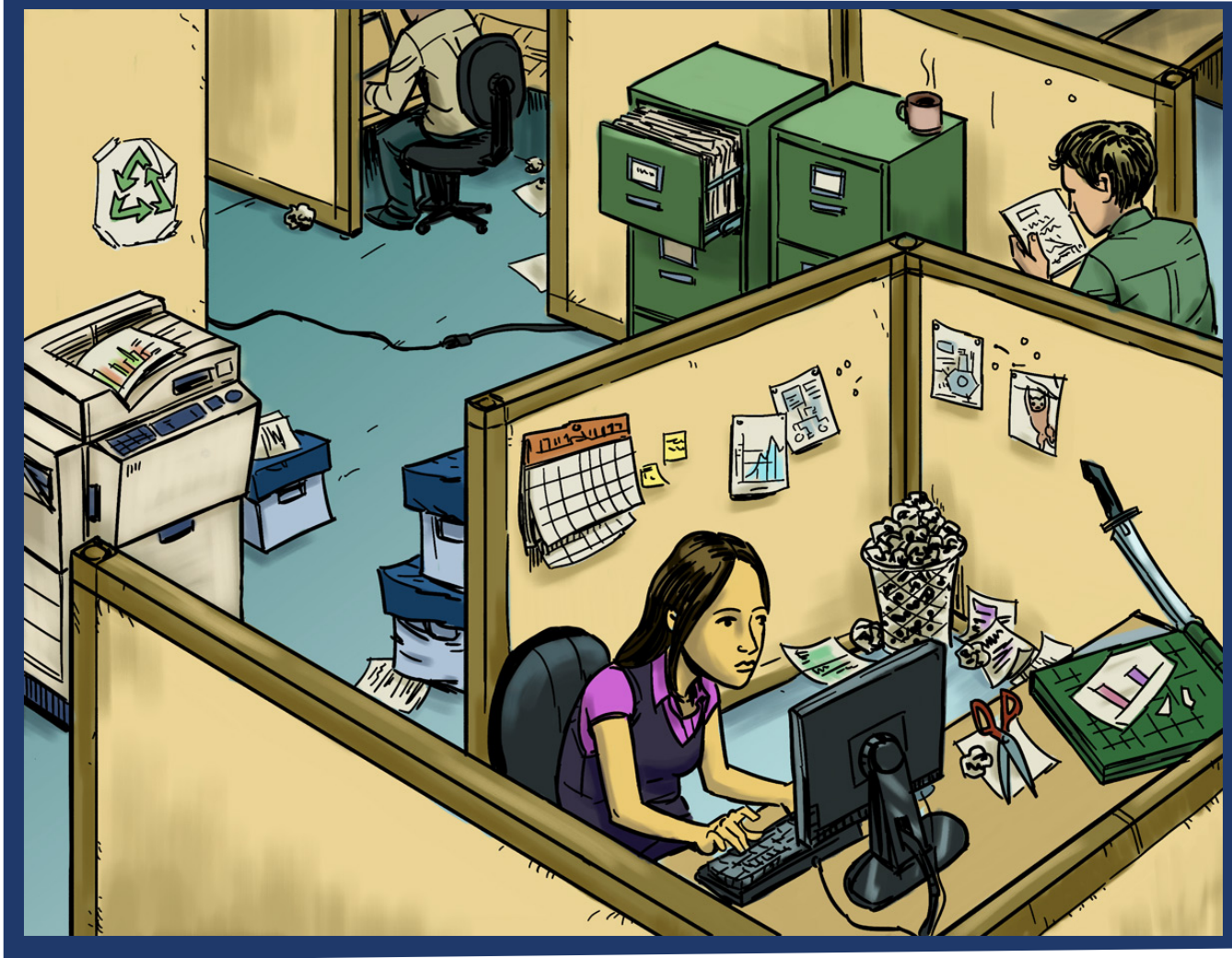
Find The Hazards: Grocery Store

Illustrated Workplaces



Find The Hazards: Office

Illustrated Workplaces

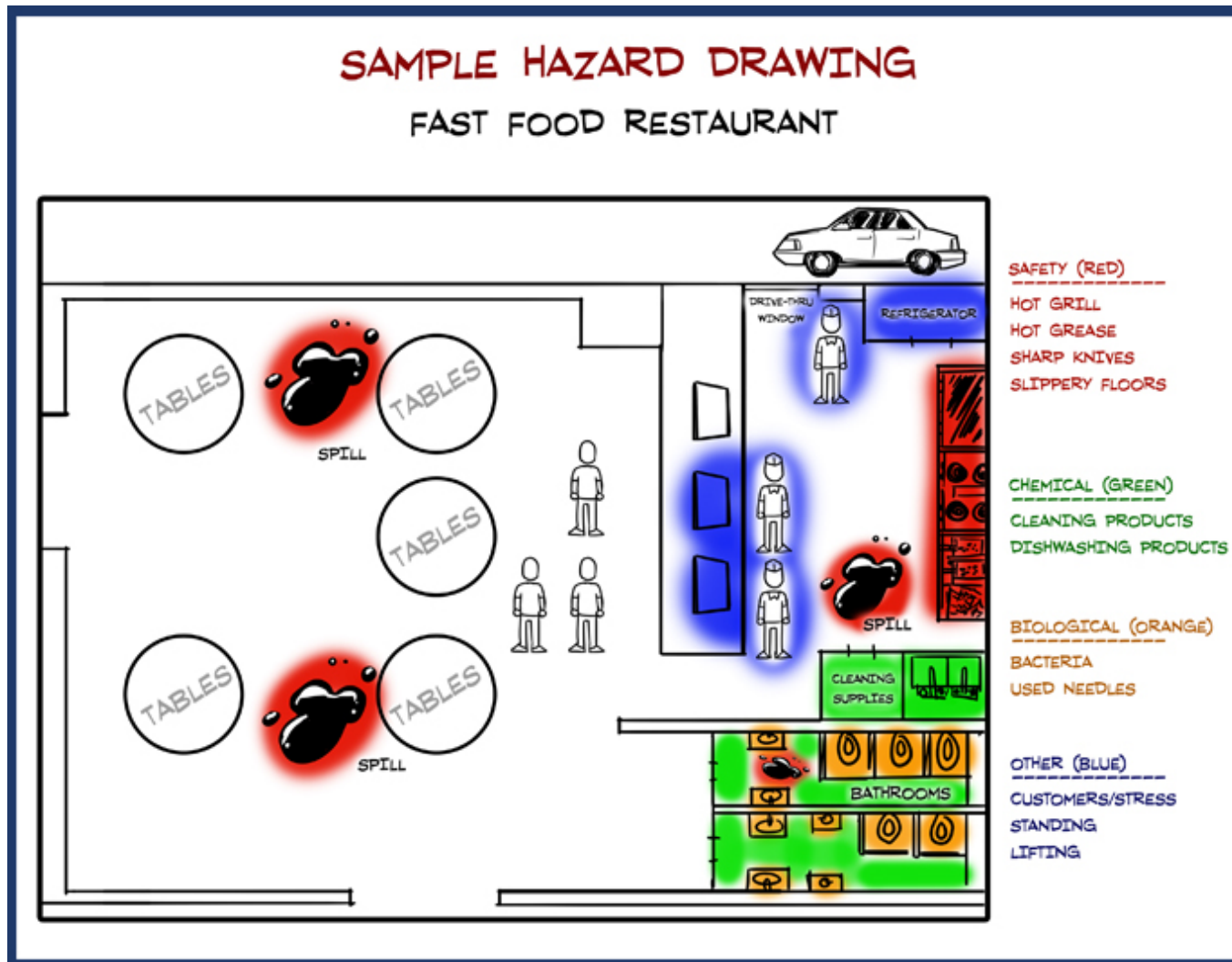


Find The Hazards: Gas Station

Illustrated Workplaces



Hazard Mapping Activity

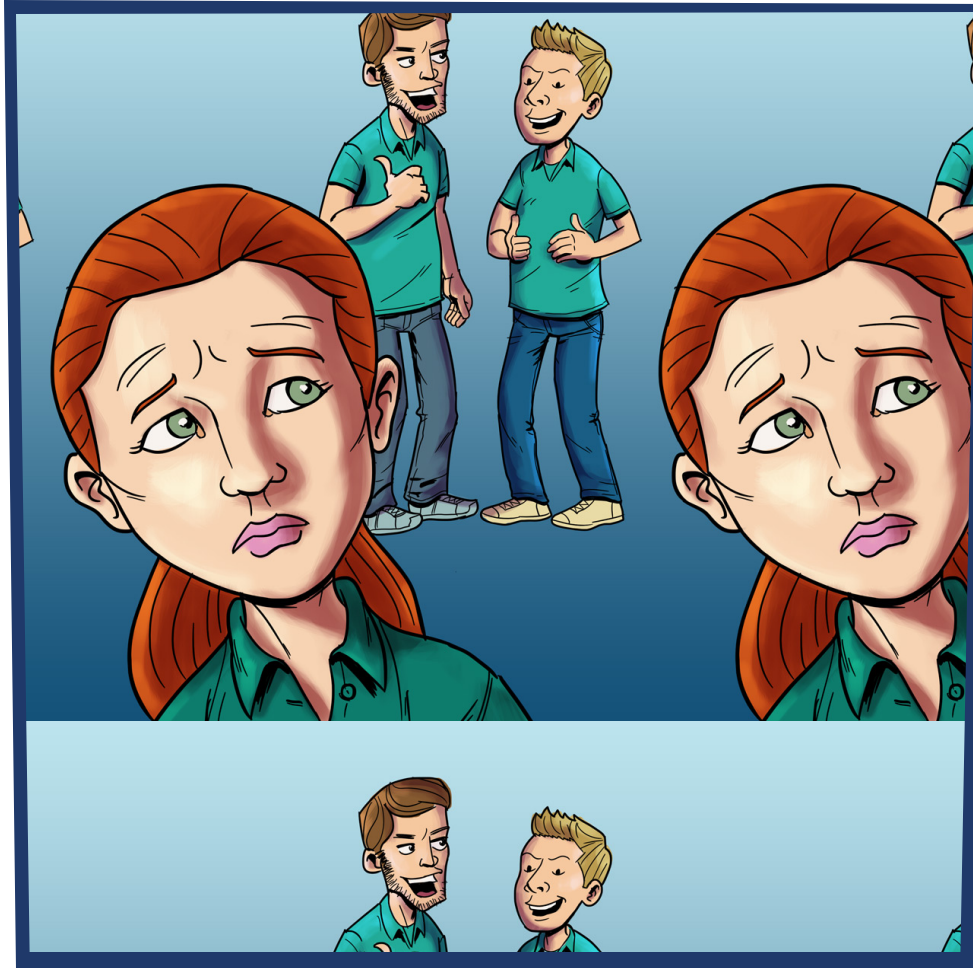


Finding Hazards: Main Points

- All workplaces have hazards. A job hazard is anything at work that can hurt you, physically or mentally.
- Some job hazards are obvious, but others are not. Some hazards can hurt you now, others can hurt you in the future.
- To be safe on the job, you must identify different types of hazards.
- People have a right to know about chemicals and other hazardous substances in their workplaces! When using a new chemical, read labels and check the SDS (Safety Data Sheet).

Lesson 3 (and 3B)

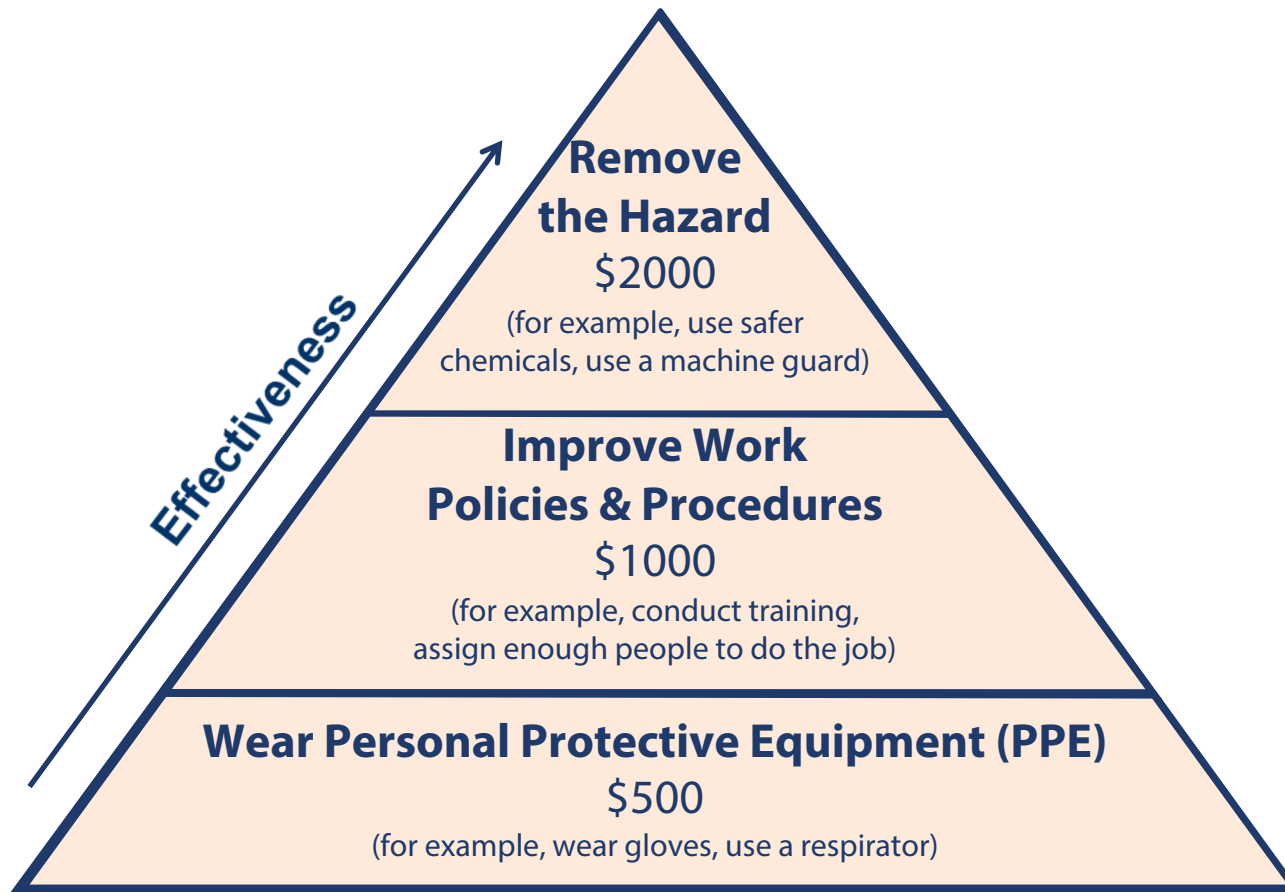
Making the Job Safer



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Controlling Hazards



Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Jasmin's Story

Job: Hospital dishwasher

Hazard: Chemical dishwashing solution

Injury: Chemical burn to the eye

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Will's Story

- Job:** Fast food worker
- Hazard:** Hot grill
- Injury:** Burned hand

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game

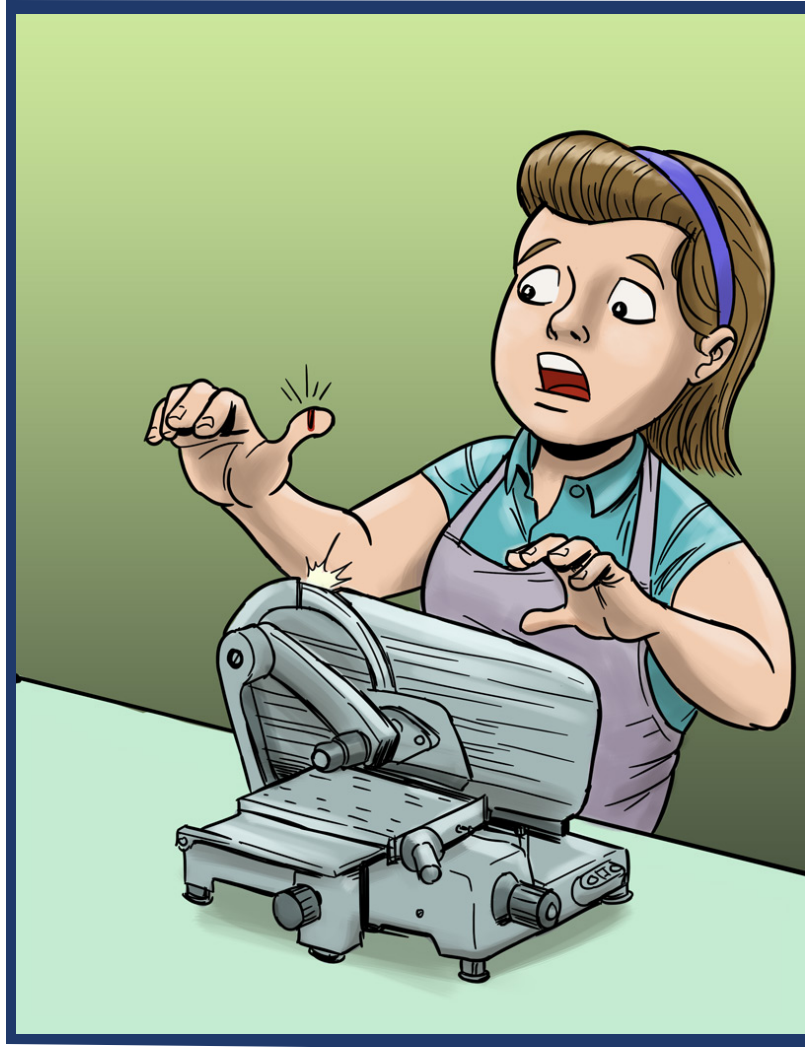


Andre's Story

- Job:** Grocery store clerk
- Hazard:** Lifting heavy boxes
- Injury:** Back strain

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game

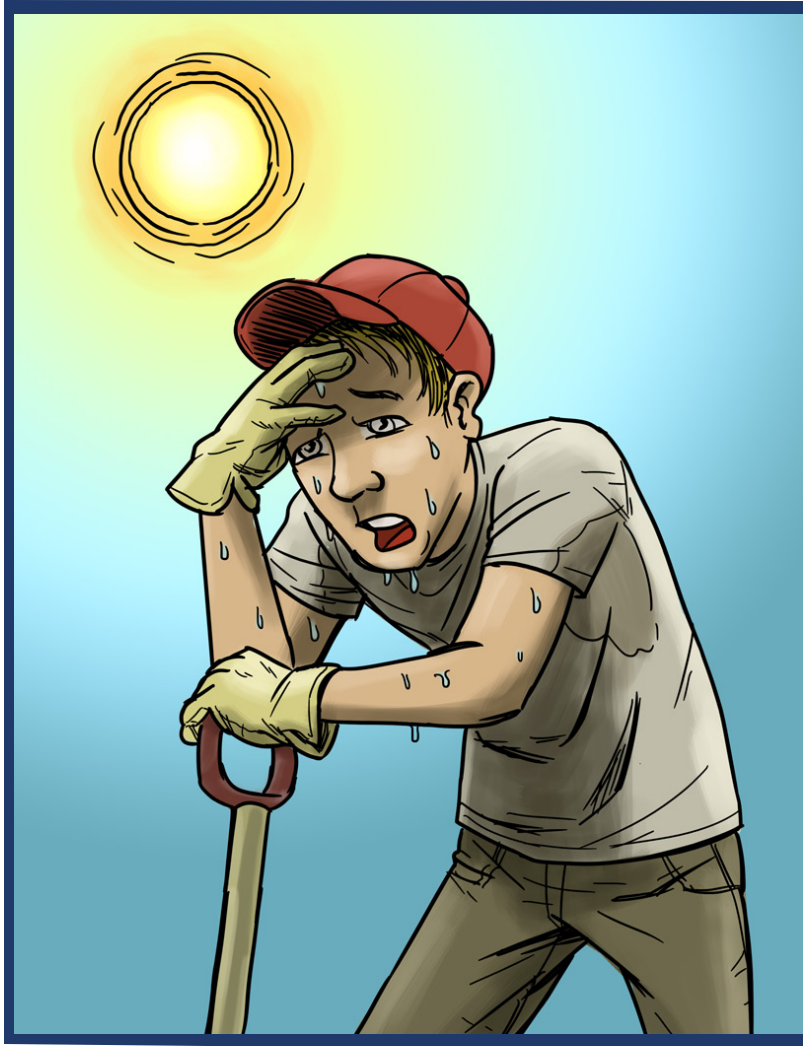


Molly's Story

- Job:** Grocery store deli clerk
- Hazard:** Meat slicer
- Injury:** Cut finger

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game

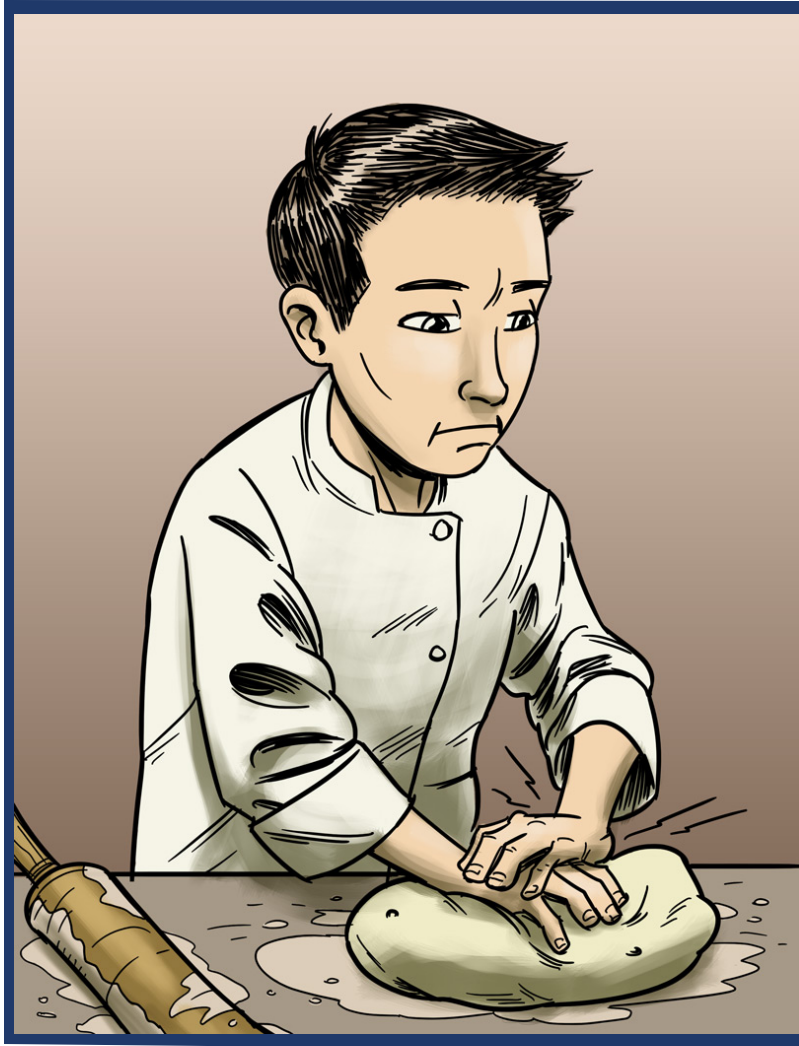


Chris's Story

- Job:** City public works employee
- Hazard:** Excessive heat
- Injury:** Heat stroke

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game

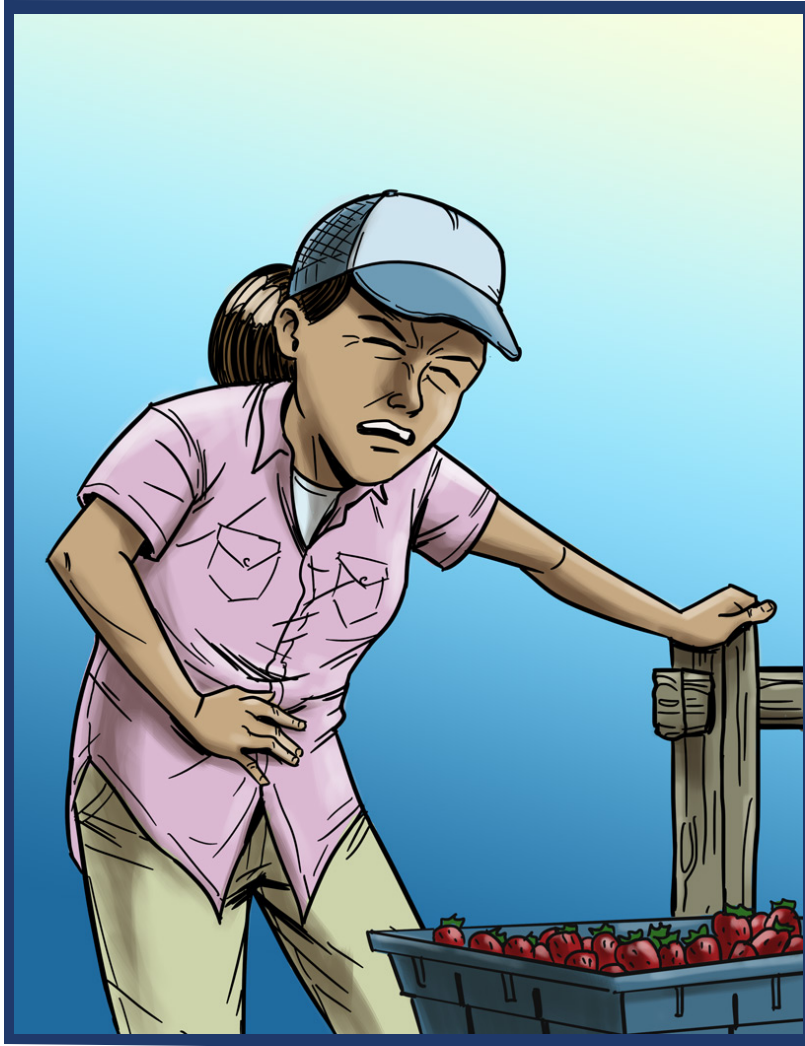


James's Story

- Job:** Pizza shop employee
- Hazard:** Repetitive motion
- Injury:** Hand, back injury

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Maria's Story

- Job:** Farm worker
- Hazard:** Pesticide/chemical exposure
- Injury:** Illness due to poisoning

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Jada's Story

- Job:** Nursing aide
- Hazard:** Heavy lifting
- Injury:** Back, neck, and shoulder pain

Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Anita's Story

- Job:** Barista
- Hazard:** Hot liquids
- Injury:** Burn

Making the Job Safer: Main Points

- The best way to prevent a workplace injury or illness is to remove the hazard. If this can't be done, then hazards can be controlled through work policies and procedures or the use of PPE (personal protective equipment), such as a respirator or hearing or eye protection.
- Personal protective equipment is not usually the best way to protect workers because the hazard is still there, and because the equipment has to fit right and be used every time.
- A good way to think about addressing hazards in the workplace is, "Fix the workplace, not the worker."

Lesson 4 (and 4B)

Emergencies at Work



Emergencies at Work

What is an emergency at work?

An unplanned event that harms or threatens employees, customers, or the public; that shuts down business operations; or that causes physical or environmental damage

Emergencies at Work

Disaster Blaster! Game



Emergency Action Plans

Many workplaces need an emergency action plan. Workers should receive training on the plan.

- The plan should include information about
 - Different emergencies and how to respond
 - Locations of meeting places
 - Evacuation routes
 - Emergency equipment and alert systems
 - Key personnel (who's in charge)
 - Procedures to follow when someone is injured
 - Individual worker responsibilities
 - Practice drills

Lesson 5 (and 5B)

Know Your Rights and Responsibilities



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Know Your Rights: Quiz Game

Questions

Rights on the Job	Dangerous Work and Work Permits	Child Labor Laws and Work Hours	Getting hurt, Getting help, Staying safe
\$100	\$100	\$100	\$100
\$200	<p>NJ law says that this is the maximum number of hours 14- and 15 year-olds can work in a school week.</p> <p>Click to close</p> <p>Click to close</p>		\$200
\$300			\$300
\$400			\$400
\$500			\$500

Know Your Rights: Main Points

- OSHA laws protect workers from job hazards. Employers must provide a safe and healthy workplace, training, and safety equipment.
- Tell your supervisor right away if you're injured at work! You can't be fired for reporting work hazards.
- Departments of Labor enforce child labor laws. The Equal Employment Opportunity Commission (EEOC) protects workers from discrimination and harassment at work.
- Child labor laws protect teens from working too long, too late, too early, or in certain dangerous jobs.
- Young people have rights and responsibilities at work.

Know Your Rights

Labor Law Bingo Game



Lesson 6 (and 6B)

Taking Action



How to Approach a Workplace Problem

Steps in Problem Solving

- Define the problem.
- Get advice.
- Choose your goals.
- Know your rights.
- Decide the best way to talk to the supervisor.
- Contact a state or federal Wage & Hour Division or OSHA for help, if necessary.
- Talk to a teacher, parent, co-worker, or other trusted adult.

Taking Action: Main Points

- Steps for approaching a workplace problem include: defining the problem; getting advice; choosing goals; knowing your rights; talking to your supervisor.
- If you don't feel comfortable talking with your boss, speak with a trusted adult, OSHA, or another agency.
- Trust your instincts! Don't be afraid to speak up if you have a problem at work!