

## Employers



- Comply with the Occupational Safety and Health Regulations and Child Labor Laws.
- Develop an effective safety and health program with the involvement of supervisors and experienced workers.
- Thoroughly train employees on all safety and health procedures.
- Train all employees to recognize and report hazards, without fear of reprisal.
- Conduct regular, scheduled (e.g. monthly) safety & health self-inspections of your facility. Maintain a follow-up and accountability plan for the correction of hazards found during the inspection.
- Please call the Consultation and Training Branch (586-9100 ) if you have any occupational safety and health questions. You may also receive a free, confidential hazard survey of your facility. Upon completion of the survey you will receive a confidential report (not a citation) of the findings. You will be required to correct any hazards that are classified as serious.
- Adolescent workers must have effective supervision to prevent injuries and exposures to hazardous chemicals.
- Ultimately, ask yourself this question: Would I let my own child do that job or task?



March 1999



### Consultation & Training Branch

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# Teen Worker Safety



Consultation & Training Branch  
Hawaii Occupational Safety & Health Division (HIOSH)  
State of Hawaii  
Department of Labor & Industrial Relations





## Teenage Workers

- Your employer or boss (with the cooperation of and help from all employees) must keep your work area safe and healthy.
- If there are any dangers or hazards at your job you have the right to report it, first to your boss; then if the hazard is not corrected or fixed, you should talk or discuss the problem or condition with your family and teacher. They will help you to decide if the problem or situation should be reported to: The Hawaii Occupational Safety and Health Division, in Honolulu at 586-9092.
- You must receive job safety training. This must include: proper use of equipment, safe ways to do your job and various duties; and the importance of using safety gear or equipment. Follow these safe work practices.
- If you use or work with a hazardous chemical, your boss **MUST** teach you how to use the chemical safely and what safety gear is required. You have to know how to use it, what to do in case of a spill, how the chemical may hurt you, i.e. will it cause a fire, will it burn your skin and eyes, what does it smell like, and will it hurt you if you breathe it.
- If you injure yourself or become sick on the job you must report it to your boss and family. It does not matter whose fault it is, you must report it that day. And remember - please be sure to ask your boss whenever you have any questions.



## Parents and Family

- Be interested in your child's employment. Know what his/her job duties are.
- Did your child receive adequate safety and health training? Is the job hazardous? Please call the Consultation and Training Branch 586-9100, if you have ANY Occupational Safety and Health concerns.
- Take the time to meet the employer. This will show the employer that you are interested in your child's welfare and job.
- Take an interest in the daily doings of your child's job. Most of them will be so excited to have job responsibilities. We want their job to be a wonderful and safe experience.



## Teachers / Counselors

- Know the State (586-8777) and Federal (541-1361) child labor laws.
- Talk to students about their responsibilities as workers to obey all the safety and health rules of the company. Remind students to operate all equipment in a safe manner, i.e. no horse play, and explain that many hazards can cause serious injuries.
- Review all the information in the "teenage workers" column with each student.
- Meet the employer and show interest in your student's new job. The employer will respect your follow through on safety and health concerns.
- If you have any questions on occupational safety and health, please call the Consultation and Training Branch at 586-9100.

