



Safety Training Agreement

_____, a student in the Work-Based Learning Program at MECHS and an employee at _____ has completed the necessary safety and training for the current position of employment. The employer certifies that the proper procedures related to the job requirements have been shown to the student and that in the case of an emergency, the student has been given instructions on what to do to resolve the situation. The student understands that failure to comply with these safety procedures may result in personal injury or in injury to others. The student agrees to follow all the safety rules and regulations of the current employer.

I have read the Mountain Education Charter High School Work-Based Learning Safety Training Agreement as stated and will carry out the responsibilities delegated to the best of my ability.

Student Signature

Date

Parent/Guardian Signature (If student
under 18 years old)

Date

Supervisor Signature

Date

Work-Based Learning Coordinator

Date

Nondiscrimination: In the operation of Mountain Education Charter High School not person shall, on the grounds of race, color, national origin, handicap, disability, or sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination in educational programs or activities.

Hazardous Occupations

In order to comply with federal hazardous occupation regulations and to help ensure the safety of students, WBL Coordinators should be familiar with the agricultural and nonagricultural (non-farm) hazardous occupation orders. The Fair Labor Standards Act provides a minimum age of 18 years for any nonagricultural occupation which the Secretary of Labor "shall find and by order declare" to be particularly hazardous for 14-, 15-, 16-, and 17-year-old persons or detrimental to their health and well-being.

Federal Child Labor Laws prohibit many jobs that are especially hazardous. For the general population, minors may perform all work except in 17 occupations considered too hazardous for all youth under the age of 18. The Hazardous Occupations Orders (HOs) are:

- HO 1: Manufacturing and storing explosives.
- HO 2: Motor-vehicle driving and outside helper, including driving motor vehicles or working as outside helpers on motor vehicles or driving as a part of any occupation.
- HO 3: Coal mining.
- HO 4: Logging and sawmilling.
- HO 5: Work using power-driven woodworking machines, including the use of saws on construction sites. (**Exemption** exists – see next section for explanation)
- HO 6: Work involving exposure to radioactive substances.
- HO 7: Work involving the operation of power-driven hoisting devices, including the use of forklifts, cranes, and non-automatic elevators.
- HO 8: Work using power-driven metal forming, punching, and shearing machines (however, HO 8 permits the use of a large group of machine tools used on metal, including lathes, turning machines, milling machines, grinding machines, boring machines, and planing machines). (**Exemption** exists – see next section for explanation)
- HO 9: All mining other than coal mining, including work at gravel pits.
- HO10: Work involving slaughtering or meatpacking, processing, or rendering, including the operation of power-driven meat slicers in retail stores. (**Exemption** exists – see next section for explanation)
- HO11: Work involving the operation of power-driven bakery machines.
- HO12: Work using power-driven paper-products machines, including the operation and loading of paper balers in grocery stores. (**Exemption** exists – see next section for explanation)
- HO13: Work in the manufacturing of brick, tile, and kindred products.
- HO14: Work involving the use of circular saws, band saws, and guillotine shears. (**Exemption** exists – see next section for explanation)
- HO15: All work involving wrecking, demolition, and ship-breaking.
- HO16: All work in roofing operations. (**Exemption** exists – see next section for explanation)
- HO17: All work in excavating, including work in a trench as a plumber. (**Exemption** exists – see next section for explanation)

Student-Learner Exemptions

Seven HOs (numbers 5, 8, 10, 12, 14, 16, and 17 above) **permit the employment of student-learners in career education programs** under certain conditions. Student-learners in WBL programs meet the student-learner exemption **if the student is employed under written agreements** (the WBL *training agreement* and *training plan*) which provides that:

- All hazardous work will be performed under the direct and close supervision of a qualified and experienced person.
- Safety instructions will be given by the school and reinforced by the employer with on-the-job training.
- The job training follows a schedule that reflects organized and progressive skills development.
- The work in the hazardous occupation is intermittent and for short periods of time, is under the direct and close supervision of a qualified and experienced person, and is a necessary part of training.

The employer and WBL Coordinator or school principal must sign the written agreements (i.e., WBL training agreement and training plan). Copies of the agreement must be kept on file by both the school and the employer. WBL Coordinators would be well advised to include a section highlighting “exceptions being applied for this student” when applicable.

In addition to the Hazardous Occupations listed above that are prohibited for minors under the age of 18, 14- and 15-year-olds may not work in the following occupations: