The Facts

This fact sheet was created by James Finnie, Jameel James, Niklah Duncan, and Anjena Lindgren of the group named Exam.

This all started when we attended the Young Workers Conference and discovered how many teens did not know their RIGHTS!

The Young Workers Program trained and informed students about their rights in the workplace. We have taken this information to share it with other teens.

Our goal is to make sure that teens everywhere:

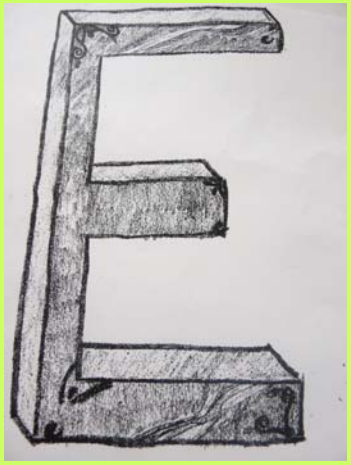
- *Know your RIGHTS!*
- *Know who to contact when those RIGHTS are VIOLATED!*
- *Know how to USE your RIGHTS!*

This youth team was sponsored by Global Village For Healthy Families.

Global Village For Healthy Families is a non-profit organization that helps to build future families.

Examine <u>THE FACTS</u>

& Know Your Rights!



EXAM

The above designed logo and this informational piece was created by the group named "Exam."

We selected this name when we took on the tasks to examine the laws of youth safety in the workplace.

Teen Workers

Know Your Rights!!



Are YOU…..

Old Enough?

Ready For Work?

Here's the Facts!

The Facts

IF UNDER 18 YOU CANNOT

- ☐ Drive a motor vehicle on public streets.
- ☐ Drive a forklift or any other heavy equipment.
- ☐ Use powered tools or equipment.
- ☐ Work in wrecking demolition or roofing.
- ☐ Work in a sawmill or logging.
- ☐ Do anything that has to do with alcoholic beverages.
- ☐ Work where there is exposure to radiation.

IF 14 OR 15 YOU CANNOT

- ☐ Do any baking.
- ☐ Do dry cleaning or commercial laundry.
- ☐ Do construction or manufacturing.
- ☐ Unload or load trucks, railroad cars, or conveyors .
- ☐ Do work on a ladder or scaffold.
- ☐ Cook unless you are using something that does not have an open flame or a deep fryer that lower and raise itself.

FOR HEALTH AND SAFETY INFORMATION

California Partnership for Young Workers Health and Safety . (888)-933-teen (8336) or www.youngworkers.org

UC Berkeley Labor occupation Health Program (510)-642-5507 or www. lohp.org

UCLA Labor Occupation Safety & Health Program (310)-794-5906 or www.losh.ucla.edu/young workers.

TO MAKE A HEALTH COMPLAINT

OSHA (occupational Safety and Health) (800)-321-OSHA (6742) or www.osha.gov

Cal/OSHA (800)-963-9424 or www.dir.ca.gov/DOSH

TO MAKE A WAGE COMPLAINT

California Labor Standards Enforcement (415)-703-5300 www.dir.ca.gov/DLSE

US Department of Labor (866)-487-9243 www.dir.ca.gov/DLSE

HARASSMENT/DISCRIMINATION

California Fair Employment and Housing (800)-884-1684 www.dfeh.ca.gov

US Equal Employment Opportunity Commission (800)-669-4000 or www.eeoc.gov

INFROMATION ON INJURY BENEFITS

California Workers Compensation Information (800)-736-7401 www.dir.ca.gov/DWC/

Do You Need A Work Permit?

Yes! If you are under 18 and plan to work, you must get a permit from your school district (unless you graduated).



KNOW YOUR TEEN RIGHTS!

WORK HOURS FOR TEENS

Ages 14-15 Work Hours

- ☐ 7am to 7pm from Labor day to June 1.
- ☐ Not during school hours.
- ☐ 7am to 9pm from June 1 to Labor day.

Ages 16 -17 Work Hours

- ☐ 5am to 10 pm when there is no school the next day .
- ☐ 5am to 12:30am when there is no school the next day .

Ages 14-15 Max Hours During School

- ☐ 18 hours a week but cannot work over that.
- ☐ Only 3 hours a day on school days.
- ☐ 8 hours a day on the weekends and holidays.

Ages 16-17 Max Hours During School

- ☐ 48 hours a week but not over.
- ☐ Only 4 hours a day during the week.
- ☐ 8 hours a day on the weekends and holidays .

Ages 14-15 Max Hours When Not In School

- ☐ 40 hours a week .
- ☐ 8 hours a day.

Ages 16-17 Max Hours When Not In School

- ☐ 48 hours a week .

Are There Other Things I Can't Do?

Age 14 is the minimum age for most employment except for jobs like babysitting or yard work. Check with your state labor department or your school counselors to make sure the job you are doing is allowed.