

Fact Sheet For Teen Workers

Where can I work?

At age 14 or 15, **YOU MAY NOT . . .**

- Do any baking or cooking on the job (except cooking at a serving counter).
- Do dry cleaning or work in a commercial laundry.
- Do building, construction, or manufacturing work.
- Load or unload a truck, railroad car, or conveyor.
- Work on a ladder or scaffold.

At age 17 or younger, **YOU MAY NOT . . .**

- Drive a motor vehicle on public streets as part of the job.
- Drive a forklift.
- Use power equipment like a circular saw, box crusher, meat slicer, or bakery machine.
- Work in wrecking, demolition, excavation, or roofing.
- Work in logging or a sawmill.
- Handle, serve, or sell alcoholic beverages.
- Work where there is exposure to radiation.

What hours can I work?

	Ages 14 and 15	Ages 16 and 17
Work Hours	<ul style="list-style-type: none"> * 7am-7pm, when school is in session. * Not during school hours. * 7am-9pm, during school vacation. 	<ul style="list-style-type: none"> * 5am-10pm when there is school the next day. * 5am-12:30am when there is no school the next day.
Maximum Hours when School Is in Session	<p>18 hours a week, but not over:</p> <ul style="list-style-type: none"> * 3 hours a day on school days. * 8 hours a day Saturday-Sunday and holidays. 	<p>48 hours a week, but not over:</p> <ul style="list-style-type: none"> * 4 hours a day Monday-Thursday. * 8 hours a day Friday-Sunday and holidays.
Maximum Hours when School Is not in Session	<ul style="list-style-type: none"> * 40 hours a week. * 8 hours a day. 	<ul style="list-style-type: none"> * 48 hours a week. * 8 hours a day.

WHAT HAZARDS SHOULD I WATCH OUT FOR?

Type of Work	Examples of Hazards
Janitor/Clean-up	<ul style="list-style-type: none"> Toxic chemicals in cleaning products Blood on discarded needles
Food Service	<ul style="list-style-type: none"> Slippery floors Hot cooking equipment Sharp objects
Retail/Sales	<ul style="list-style-type: none"> Violent crimes Heavy lifting
Office/Clerical	<ul style="list-style-type: none"> Stress Harassment Poor computer work station design



What are my Responsibilities on the Job?

To work safely you should . . .

- ☐ Follow all safety rules and instructions.
- ☐ Use safety equipment and protective clothing when needed.
- ☐ Report possible work hazards to your supervisor.
- ☐ Keep work areas clean and neat.
- ☐ Know what to do in an emergency.
- ☐ Report any health and safety hazard to your supervisor.
- ☐ Get a work permit if under 18 (unless you have graduated from high school).



Where do I go for help?

It is illegal for an employer to fire or punish you for reporting a workplace problem.

- ☐ Talk to your boss about the problem.
- ☐ Talk to your parents or teachers.
- ☐ Talk to your job training representative.
- ☐ For health and safety information and advice, call the California Resource Network for Young Worker Health and Safety. Mucha información esta disponible en español. (888) 933-TEEN www.youngworkers.org

If necessary contact one of these California government agencies (the local number can be found in the State Government pages).

- ⇒ **Cal/OSHA** (under Industrial Relations Dept.) for information about making a health or safety complaint. (800) 963-9424 www.dir.ca.gov/DOSH
- ⇒ **Labor Standards Enforcement** (under Industrial Relations Dept.) To make a complaint about wages or work hours. (415) 703-5300 www.dir.ca.gov/DLSE
- ⇒ **Fair Employment and Housing** to make a complaint about sexual harassment or discrimination. (800) 884-1684 www.dfeh.ca.gov

What are my rights on the Job?

I have the right to . . .

- ☐ Work without racial or sexual harassment.
- ☐ Be paid the minimum wage, currently \$7.50 an hour. Beginning 1/1/2008 increase to \$8.00 an hour. For more information, call (888) 275-9243. In some cases, employers can pay less than minimum wage during your first 160 hours of work, if you have no previous similar experience.
- ☐ Work in a safe and healthful workplace.
- ☐ Receive training about health and safety, including information on chemicals that could be harmful to my health.
- ☐ Wear protective clothing and equipment.
- ☐ Receive payment for medical care if injury or illness occurs on the job. I may also be entitled to lost wages.
- ☐ Refuse to work if the job is immediately dangerous to your life or health.
- ☐ Join or organize a union.