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

3
Why Do Teens Work?

- MONEY!!!!
  - Work experience
  - Independence
  - Parental influence
Teens Do Get Hurt & Sick On The Job

- Teens are injured at higher rates than adults.
- About 70,000 teens go to a hospital emergency room for treatment of a workplace injury.
- This isn’t about “accidents” – the problem is UNSAFE WORKPLACES !!!

A teen remained in intensive care after his arm became stuck in a roller brush that cleans snow from a ski conveyor lift.
Teen Worker Injury Statistics

Where Teens are Injured on the Job:
% of total workers, aged 15-17, per industry

- Leisure and hospitality*: 38%
- Retail trade: 21%
- Professional and business services: 11%
- Educational and health services: 10%
- Other services: 9%
- Finance and insurance: 3%
- Agriculture, forestry, fishing and hunting: 2%
- Manufacturing: 2%
- Other: 4%

*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)
Teens are injured at higher rates than adults.

- 230,000 teens are injured at work annually.
- 100,000 teens visit the emergency room due to work related injuries.
- 88 youths under age 20 died from work-related injuries in 2010, while 20,000 missed work in private industry due to occupational-related illness or injury.
- Fatal work injuries involving workers under 16 years of age nearly doubled, rising from 10 in 2011 to 19 in 2012.

68 Teens are killed on the job each year

One Teen Every 9 Minutes
Young Workers Get Hurt When:

- They don’t have appropriate supervision
- They perform jobs for which they are not trained – sometimes without being asked
- They work with dangerous tools or equipment
- They are required to perform tasks that violate youth labor laws
Do you have a work permit?

- Michigan Child Labor Laws require that you have a work permit until you are 18 years old.

WORK ALERT

Michigan requires Teens to have a valid permit to work.

Schools, employers, and parents are part of the permit process.
In Michigan, Workers Under 18 May Not:

- Drive a motor vehicle as part of the job.
- Drive a forklift.
- Use power driven equipment, saws or machinery.
- Slaughtering, butchering and meat cutting.

- Work in construction.
- Come in contact with hazardous substances.
- Work in logging or sawmill.
- Perform brazing, welding, soldering or heat treating.
Restricted Work

- Your employer has to receive special approval for some restricted work for 16 and 17-year-olds.

- Employers must apply for special approval to the Department of Education.
Job Hazards

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

- Every job has health and safety hazards
- Training should always be provided to make you aware of the hazards in your workplace
Recognizing Job Hazards

- Safety hazards can cause immediate accidents and injuries.
  - Examples: Hot surfaces, slippery floors, sharp knives, hot grease, violence.

- Chemical hazards are gases, vapors, liquids, or dusts that can harm your body.
  - Examples: Cleaning products.
Recognizing Job Hazards

- Biological hazards are living things that can cause sickness or disease.
  - Examples: Bacteria, animals, used needles, and poison ivy.

- Other health hazards are harmful things, not in other categories, that can injure you or make you sick. They are sometimes less obvious because they do not cause health problems right away.
  - Examples: noise, heat, cold, heavy lifting, awkward posture, and harassment.
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.”
Protection from Hazards
Common Workplace Safety and Health Hazards

- Materials Handling
- Electrical Equipment (cords, unsafe wiring)
- Slips, Trips and Falls
- Chemical Exposure (common cleaning chemicals)
- Poor Housekeeping (wet or slippery floors)
- Lack of Emergency Procedures
- Lack of Personal Protective Equipment
- Noise
Examples of Materials Handling hazards

- Ergonomic Job Risk Factors
- Awkward postures
- Forceful exertions
- Repetitive motions
- Duration – long term
- Contact stresses
- Vibration
- Other
Electrical Hazard Protection

- Inspect electrical equipment/cords regularly
- Remove damaged equipment/cords from service
- Report electrical problems
- No Wet Hands!
- No Unapproved equipment
- No extension cords under rugs or across walkways
- Don’t overload circuits
- Never string two extension cords together—FIRE HAZARD
- Extension cords are not for longterm use
Top cause of employee injuries
- Standing on chairs
- Falling out of chairs
- Falling down stairs
- Uneven surfaces
- Wet/slippery surfaces
- Cluttered/obstructed aisleways
Preventing Slips, Trips, & Falls hazards

- Keep aisles clear/unobstructed
- Use the handrail on stairs
- Hold onto chair arms/seat when attempting to sit
- Use an approved step ladder/stool
- Wear appropriate shoes
- Wipe up/report spills/Use wet floor signs
- Report deficiencies to maintenance
- “Penguin Walk” on slippery surfaces
Common Workplace Chemicals Hazards

- Cleaning products and maintenance supplies
- Copier/printer toners and inks
- Markers used for white boards and flip charts
- White board cleaner
- Paper correction fluids
- Laboratory Hazards

- Stay alert and know about the chemicals you are using. If you have a question, ASK your employer!
Hazard Communication

Your employer MUST let you know if you are using hazards but protect yourself and ASK!

- Laws have been enacted to provide you with access to information on the health and physical hazards of the chemicals in your workplace to which you are exposed.

- The employer must develop and have available for employee review a written hazard communication program.
Effects of Excessive Noise hazards

- Increase heart rate & blood pressure
- Constriction of blood vessels leading to tension & stress
- Nervousness, sleepiness & fatigue.
- If you have to shout to make yourself heard than you probably need noise protection devices
Noise is rated in decibel levels.

- ≥ 90 dBA: Use of a hair dryer or gas mower for 2 hours
- ≥ 85 dBA & < 90 dBA: Noise of a city street
- < 85 dBA: No protection needed
Personal Protective Equipment (PPE)

An Employer Shall:

- Assess the workplace to determine hazards present
- Select PPE needed and required to perform the job
- Communicate selection decision to employees
  - Safe, reliable & sanitary
  - Clean, inspect & maintain

- No cost to employee either initial issue or replacement costs
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.
Know the emergency action plan
Know the escape routes
Never block or lock emergency exits
Know how to use fire extinguishers
Keep an eye on heat generating appliances
  ◦ Toasters
  ◦ Microwaves
  ◦ Space heaters
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
Youth Worker Safety
Retail Industry

In late spring and early summer, many high school and college youth start summer jobs. According to the Bureau of Labor Statistics, Homicide/Assault are the leading cause of death among youth in the retail industry, accounting for nearly two-thirds of the youth fatalities in the industry. Many teens’ first work experience is in the retail industry. This fact sheet helps identify potential hazards and provide solutions to specific activities within the retail industry.

Work Environment:

Activities
- Work at cash register
- Stock shelves
- Setup merchandise displays
- Greet Customers
- Clean floors
- Provide customer service
- Prepare merchandise
- Sell merchandise

Primary Hazards and Solutions:

Workplace Violence
- Post emergency telephone numbers
- Ask supervisor what to do in an emergency
- Do not resist during an attempted robbery
- Do not work alone at night
- Do not argue with irate customers – use conflict management skills

Lifting and Carrying Heavy Objects
- Get help lifting; use your legs, not your back
- Avoid twisting while lifting
- Don't overreach
- Use wheeled carts to transport boxes and merchandise

Slippery Floors
- Wear sturdy non-slip, footwear; water proof in wet areas
- Use non-slip mats when provided
- Use caution signs on wet floors

Cleaning Chemicals
- Ask for training before using chemicals
- Read labels before using/follow Material Safety Data Sheets (MSDS)
- Wear personal protective equipment (PPE), including gloves and eye protection when required
- Keep your work area clean

Prolonged Standing
- Wear shoes with well cushioned instep and soles
- Use foot rest bar or stool to continually shift weight from one foot to the other
- Use anti-fatigue mats when provided

Cashiering
- Don't count cash in front of customers
- Close till right after each transaction
- Don't keep large bills in till, do a cash drop frequently
- Keep cash register in line of sight of other employees
- Have proper posture at check-out stands to avoid neck, shoulder, and elbow discomfort
Youth Worker Safety
Restaurant/Fast Food Industry

In late spring and early summer, many high school and college youth start summer jobs. Restaurants and other eating and drinking businesses employ more than 421,000 people in Michigan and 11.6 million nationwide. Nearly 30 percent or approximately 125,000 of Michigan restaurant industry employees are under 20 years of age. Many teens' first work experience is in the restaurant industry. In fact, more than one in four adults found their first job in the restaurant industry. This fact sheet helps identify potential hazards and provide solutions to specific activities within the restaurant industry.

Work Environment:

Activities
- Serve food
- Bus tables and clean up
- Drive-thru service
- Food Preparation/Cooking
- Work at cash register

Activities That May Be Restricted
- Power driven meat slicers and grinders (Under 18)
- Power-driven bakery equipment, including mixers (Under 18)
- Contact with hazardous substances, chemicals, explosives or radioactive substances (Under 18)
- Driving and work as an outside helper (pizza delivery, etc.) (Under 18)
- Selling, serving, or furnishing alcoholic beverages (Under 18)
- Baking or cooking, except at servicing center (Under 14-15)

Primary Hazards and Solutions:

Lifting and Carrying Heavy Objects
- Get help lifting; use your legs, not your back
- Avoid twisting while lifting
- Don't overreach
- Use wheeled carts to serve food or transport objects

Slippery Floors
- Wear sturdy non-slip, footware; water proof in wet areas
- Use non-slip mats when provided
- Use caution signs on wet floors

Sharp Objects-Knives, Graters, Shredders, or Slicers
- Wear steel mesh or kevlar gloves when cutting
- Let a falling knife fall
- Store sharp knives in racks or sheaths
- Use broom or dust pan to clean up broken glass

Deep Fat Fryers, Hot Liquids or Heated Surfaces
- Do not stand too close or lean over hot oil
- Do not spill water or ice into hot oil
- Wear long-sleeve shirts and long pants
- Use oven mitts or pot holders for hot items
- Wait until oil is cool to move container

Electrical Shock from Damaged Electrical Cords or Faulty Appliances
- Do not plug in electrical equipment with wet hands
- Do not use frayed cords or defective equipment

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Youth Worker Safety
The Construction Industry

Late spring and early summer is the beginning of the busy construction season for many construction contractors and employers in Michigan. At the same time many high school and college youth become available for summer jobs. Construction employers may hire some of these young workers to help them through the busy construction season. Many construction activities are restricted for workers under the age of 18.

**Work Environment:**

**Activities that may be restricted**
- Excavation, highway, bridge, or street construction, roofing, wrecking, or demolition
- New commercial or new residential construction including clean up.
- Contact with hazardous substances, chemicals, explosives or radioactive substances
- Operating large construction equipment such as cranes and bulldozers
- Operating power driven woodworking equipment, tools, saws, or machinery
- Brazing, welding, soldering or heat-treating

**Activities typically permitted**
- Painting with latex paint in residential construction using a stepladder
- Maintain/distribute tools and materials
- Conduct office activities in jobsite trailer

**Primary Hazards**
- Heights greater than six feet
- Electric shock
- Caught by rotating and moving equipment
- Struck by moving vehicles and equipment
- Trench and excavation cave-in
- Chemical burns and excessive exposure
- Thermal burns from hot metal
- Lifting heavy objects
- Exposure to extreme temperature

**Clothing & Protective Equipment**
- Wear appropriate work boots, long pants, sleeves and gloves
- Wear head protection (hard hat) and eye protection in all construction zones
- Wear hearing protection when around noisy equipment
- Wear lightweight/light-colored clothing in hot environments

**Tools & Equipment**
- Inspect tools and equipment before use
- Maintain a safe distance from rotating and moving equipment

**Other Job Safety Issues**
- Get help lifting/use safe-lifting devices
- Provide appropriate training to recognize workplace hazards
- Train on any chemicals that will be used
- Keep the job site clean
- Ensure adequate ventilation when exposed to airborne contaminants
- Use sunscreen when outdoors
- Drink plenty of water in hot environments
- Replace salts and minerals in a hot environment
- When unsure, ask questions
- Do not perform work if you have not been trained

Employers must be aware that certain construction work is restricted for workers under the age of 18 by the Michigan Department of Education, Office of Career and Technical Education. For more information, visit the Michigan Department of Education website at www.michigan.gov/mde; or call (517) 335-6041.

Or contact: Consultation Education & Training Division
Michigan Occupational Safety & Health Administration
530 W. Allegan Street, PO Box 30643, Lansing, Michigan 48908
517-284-7720 or www.michigan.gov/miosha

Occupational Safety & Health Administration (OSHA)
www.youth2work.gov

MIOSHA/CET #0162 (Revised 05/23/13)
Youth Worker Safety
Landscape & Horticulture Services Industry

In late spring and early summer, many high school and college youth start summer jobs. Landscape employers hire young people for outdoor work. Outdoor workers are at risk of injury from a variety of potential hazards. This fact sheet helps identify potential hazards and provide solutions to specific activities within the landscaping and horticultural services industry.

Work Environment:

Activities
- Planting trees and shrubs
- Lawn work
- Work area housekeeping
- Mowing
- Blowing
- General clean-up
- Pruning
- Fertilizing
- Work crew transport

Primary Hazards
- Cuts and amputations
- Heat stress
- Lifting & awkward postures
- Eye injury
- Noise
- Pesticides
- Chemicals
- Slips and trips
- Falls
- Inspects, animals, snakes
- Motor vehicles

Solutions:

Clothing & Protective Equipment
- Wear work boots, long socks, pants, and sleeves
- Wear gloves
- Wear eye protection when using or working around blowers and mowers
- Wear hearing protection when using powered equipment
- Wear lightweight/light-colored clothing

Tools & Equipment
- Inspect tools and equipment before use
- Keep clear of rotating mower and brush cutting blades

Other Job Safety Issues
- Get help lifting/use safe–lifting devices
- Read/obey the MSDS
- Train on the chemicals that will be used
- Keep the job site clean
- Use sunscreen
- Drink plenty of water
- Replace salts and minerals

Employers must be aware that certain work activities are restricted for workers under the age of 18 by the Michigan Department of Education, Office of Career and Technical Education. For more information, visit the Michigan Department of Education website at: www.michigan.gov/mde. Or contact: Consultation Education & Training Division Michigan Occupational Safety & Health Administration 530 W. Allegan St., PO Box 30643, Lansing, MI 48909-8145 517-284-7720 or www.michigan.gov/miosha

MIOSHA Fact Sheets For LANDSCAPE
Youth Fatal Facts

Don’t Let This Happen to You!

Like everyone who works, teen workers are at risk of serious or fatal workplace injuries. The Michigan teen workers below were killed from work-related injuries.

Airport
- An 18-year-old male was run over by a luggage tug after releasing it

Car Wash
- An 18-year-old male was entangled in a revolving brush

Construction
- A 19-year-old male was struck by a concrete slab he was helping move
- A 19-year-old male was crushed by a steel girder being lifted by a crane
- An 18-year-old male was buried by an excavation cave-in
- A 19-year-old male was electrocuted when a crane boom struck electric lines
- A 19-year-old male fell through a skylight to the ground 27 feet below

Resort
- A 19-year-old male was pinned under a lawnmower that overturned

Restaurant
- A 16-year-old male was shot during a robbery at a pizza shop

Scrap Yard
- A 16-year-old male was pinned under a vehicle while removing parts

Follow these Safety Tips to Protect Yourself

- Follow safety rules and instructions
- Use safety equipment and protective clothing when needed
- Leave safe guards in place
- Keep work areas clean and neat
- Know what to do in an emergency
- Look out for co-workers
- Report safety and health hazards to your supervisor
- Ask questions when you’re not sure how to perform the job safely

For more information contact: Consultation Education & Training Division
Michigan Occupational Safety & Health Administration
517-284-7720 or www.michigan.gov/miosha

LARA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.
Find the Hazards: **Fast Food**
Find the Hazards: Grocery Store
Find the Hazards: Office
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!
Teen Workers Rights

- Right to a safe and healthy workplace
- Right to training about safety and health hazards, including information on chemicals and materials that could be harmful to your health
- Right to protective clothing and equipment
- Right to work without racial or sexual harassment
- Right to refuse to work if the job is immediately dangerous to your life or health
- Right to report safety and health problems to MIOSHA
Teen Worker Responsibilities?

- Follow your **employer’s safety and health rules** and wear or use all required gear and equipment
- Follow **safe work practices** for your job, as directed by your employer / supervisor
- **Ask** questions!
- Tell your supervisor, boss, parent, or other adult if you feel threatened or endangered at work
- Be aware of your environment at all times
- Be involved in **establishing or improving** your worksite safety and health program
- Trust your instincts
Employer Responsibilities

- Give clear instructions for each task
- Prepare and train workers for emergencies, violent situations, fires, etc.
- Observe workers and correct any mistakes
- Correct unsafe conditions.
- Provide personal protective equipment
- Provide training at the time of assignment and promote job safety
- Encourage supervisors to set a good example
- Obtain information about labor laws
- Discuss onsite health and safety training for youth with job readiness counselors
Serve as a resource and advocate for preventing injury and illness in the workplace.

Discuss occupational health and safety regulations with employers.

Investigate serious health and safety problems in the workplace.

Call 1-800-866-4674 or visit the website at www.michigan.gov/miosha

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