

Youth Employment and Safety

PRIMEX³ RISK MANAGEMENT BULLETIN

Many Primex³ members look to part-time, seasonal help to mow grass, paint buildings and to help with summer recreation programs.

You have a large pool of young applicants from which to draw, and you are looking forward to accomplishing as much as possible, but are you ready to walk them through an orientation process, to keep them safe on the job, and aware of what they can and cannot do in accordance with State and Federal child labor laws?



Recent statistics from the US Department of Labor indicated that in one year alone, 41 young workers were killed on the job, and nearly 60,000 required treatments at hospital emergency rooms. While you should make sure that workers under 18 follow all your policies and procedures, please remember that they are injured at a much higher rate than adults, so a lot more emphasis should be given to their supervision.

To keep your younger workers safe, please remember the following:

- The employer is required to provide the necessary training for any temporary / summer position
- The employer must provide a work environment free from hazards. Employers can mandate dress standards and should consider:
 - ✓ Pants versus shorts
 - ✓ Work boots versus sneakers
 - ✓ Hats for sun protection, sun block, etc.
- Personal Protective Equipment (PPE) must be provided by the employer:
 - ✓ Gloves (any time hand work is encountered – landscaping, gardening, raking, shoveling, etc.)
 - ✓ Hard hats (if around anything that may fall from a height)
 - ✓ Eye, ear protection (around mowers, saws, trimmers, blowers)
 - ✓ Any other PPE needed to complete the job safely

Providing an orientation process might also prove valuable, so orientate all your new hires on vision and values, job description, safety issues, benefits and privileges, personnel policies and procedures, time keeping procedures, etc.

Time and Hour Restrictions

State and Federal child labor laws also address the time and hour restrictions, permitted and prohibited occupations for all minors under the age of 18, and other information related to youth employment.

Fourteen and 15-year old minors may not be employed:

- Before 7 am or after 7 pm, except for June 1 through Labor Day, when evening hours are extended to 9 pm
- More than eight hours per day on non-school days
- More than 40 hours per week during non-school weeks

Sixteen and 17-year old minors duly enrolled in school may not be employed for more than six consecutive days nor more than 48 hours per week during school vacation weeks or summer vacation (June 1 through Labor Day).

For up-to-date information, please refer to the NH Department of Labor website: www.nh.gov/labor/faq/youth-employment.htm

— Permitted and Prohibited Occupations —

Permitted Occupations for 14 and 15 year old minors:

- ✓ Office and clerical work, including operation of office machines
- ✓ Errand and delivery work by foot, bicycle, and public transport
- ✓ Cleanup work, including the use of vacuum cleaners and non-commercial floor waxers, and maintenance of grounds, but not including the use of power-driven mowers or cutters
- ✓ Kitchen work and other work involved in preparing and serving food and beverages, including the operation of machines and devices used in the performance of such work, such as a dishwasher, toasters, dumb waiters, popcorn poppers, and milkshake blenders
- ✓ Etc.

Prohibited Occupations for 14 and 15 year old minors:

- Any Manufacturing
- Public Messenger Service
- Processing Operations
- Inflation of split rim tires
- Operation or tending of hoisting apparatus or any power driven machinery
- Maintenance and repair of machines and equipment
- Outside window washing from heights
- All work requiring use of ladders, scaffolds
- Loading and unloading goods to and from trucks, rail cars, or conveyors
- Work performed in or about boiler or engine rooms
- Etc.

Prohibited Hazardous Occupations For All Minors Under The Age of 18 Years:

- Motor vehicle driving and outside helper
- Power-driven woodworking machines
- Power-driven circular saws, band saws, and guillotine shears
- Roofing operations
- Excavation operations
- Etc.

Youth Employment and Safety (continued)

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Also in accordance with State and Federal child labor laws, employers must, at the beginning of the work week, post in a conspicuous place the minor's daily work schedule of starting and stopping work, with daily meal times and the maximum number of hours any youth is permitted to work in one day. A list by name of employees, stating in which shift each is employed, must be kept on file by officers charged with the enforcement of this law.

For complete listings of prohibited and permitted occupations and for more information regarding youth employment, please go to the following link which will direct you to the State and Federal Child Labor Information Guide on NH Department of Labor's website: <https://www.nh.gov/labor/documents/child-labor-14-17.pdf>



For more information, please contact your Primex³ Risk Management Consultant at 800-698-2364 or email RiskManagement@nhprimex.org.