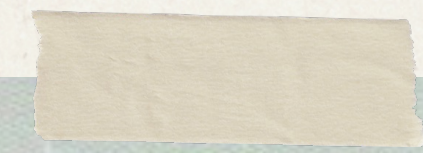


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UC BERKELEY'S LABOR OCCUPATIONAL HEALTH PROGRAM (LOHP)

Strategies for Young Worker Health & Safety

Yasin Khan, MPH



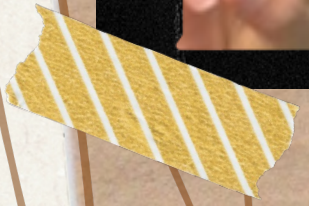
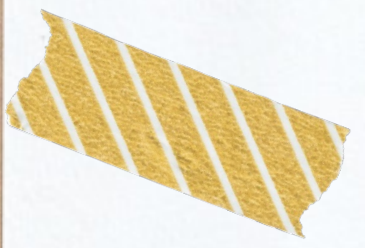
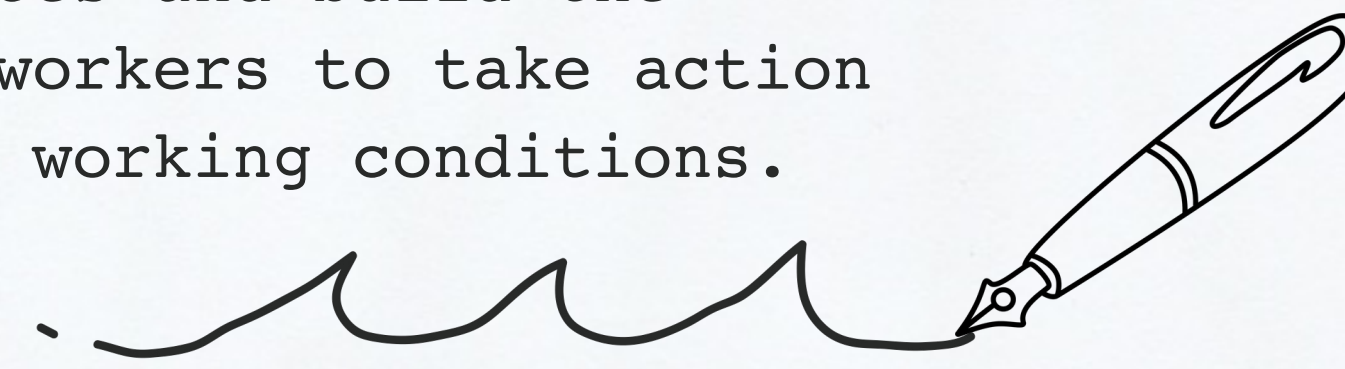
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Hello!

Our mission at the Labor Occupational Health Program (LOHP) is to promote safe, healthy, and just workplaces and build the capacity of workers to take action for improved working conditions.



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Workers need to know:

01	<u>Recognize Hazards</u>
02	<u>That hazards can be fixed</u>
03	<u>Their Rights as Workers</u>
04	<u>Effectively problem solve</u>
05	<u>What to do in an emergency</u>

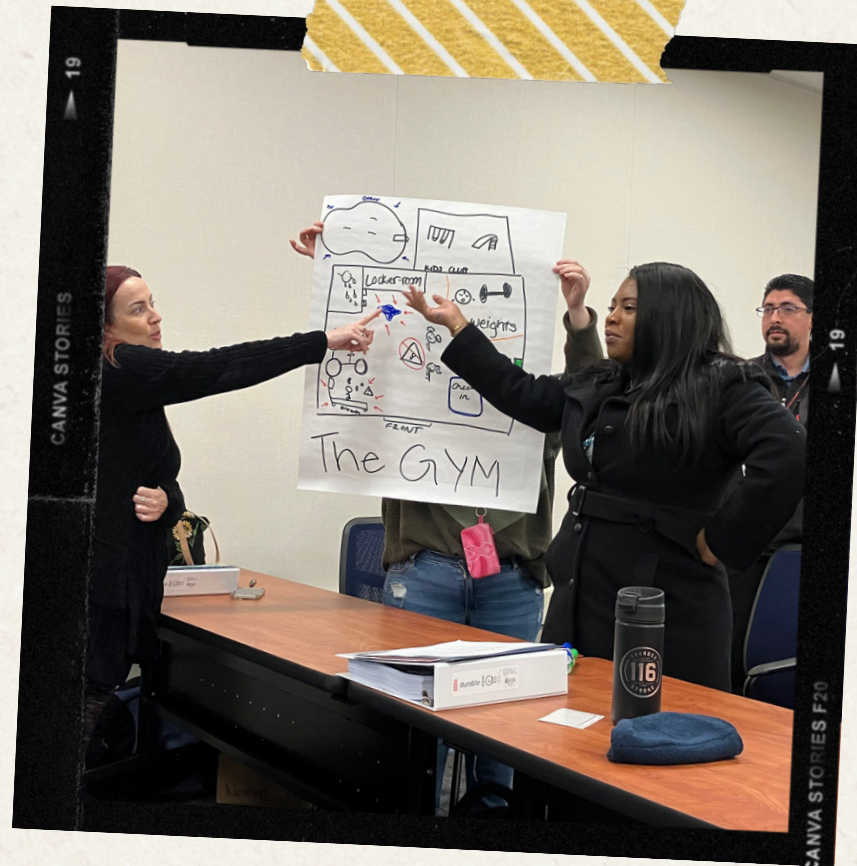


LOHP Young Worker Program

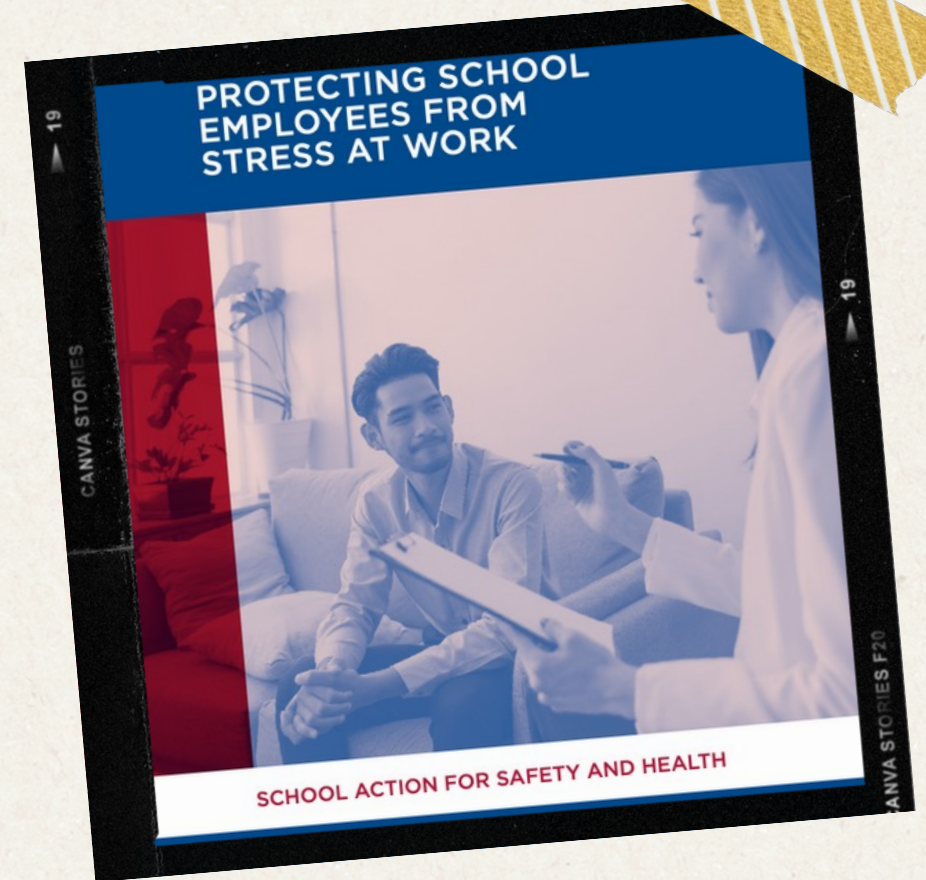
We work with young workers, work based learning teachers and employers to raise awareness of critical thinking skills workers need.



Young Workers



Teachers



Employers



Young Worker Leadership Academy (YWLA)

3 Day Camp at UC Berkeley

The goals of the YWLA are:

- 1) to teach youth about workplace health and safety & their rights at work
- 2) support students' projects to keep young workers in their communities safe at work

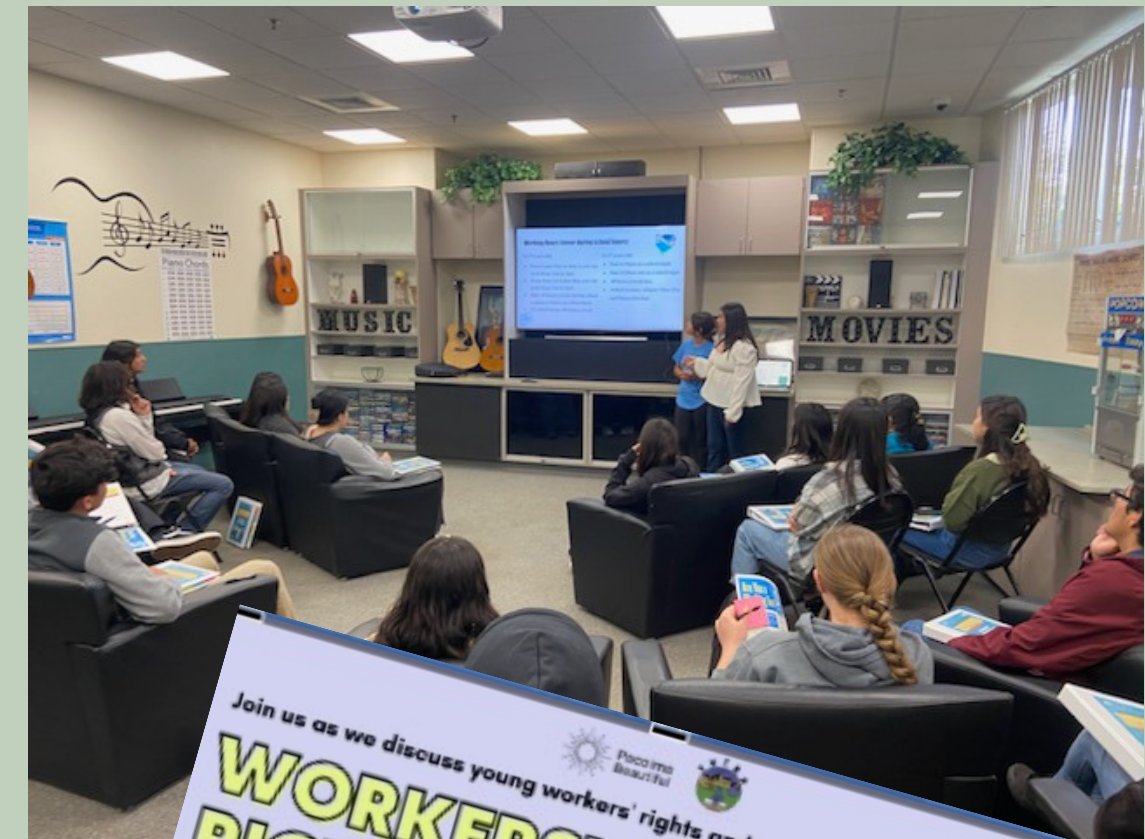
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YWLA
Projects



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Join us as we discuss young workers' rights and safety in our community!

WORKERS' RIGHTS WORKSHOP

Build resilience through empowerment to build knowledge on workplace rights

- 1 Build on the existing knowledge our community members hold
- 2 Relieve tension from entering the workforce
- 3 Make information provided accessible to everyone
- 4 Recognize workplace rights and examples of violations
- 5 Understand emerging issues in our community

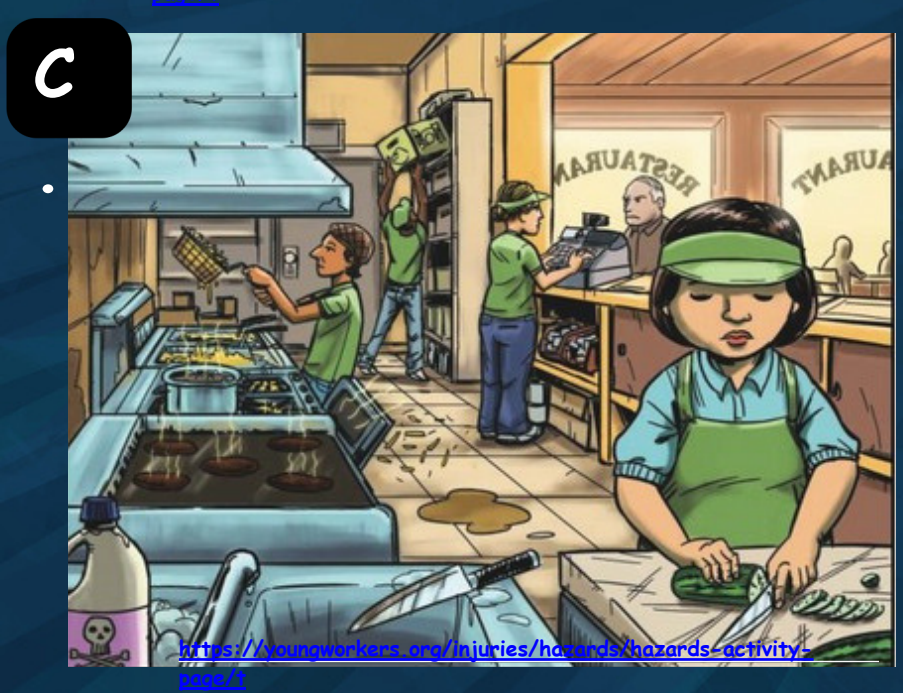
FOOD & RERESHMENTS!

SCAN ME

WEDNESDAY, MAY 31 | FROM 4:30 PM TO 6:30 PM

LOCATION: 10896 LEHIGH AVE, PACOIMA 91331





DID YOU KNOW ABOUT THESE GENERAL WORKPLACE RIGHTS?

GENERAL WORK RIGHTS!
 THESE ARE ONLY SOME OF THE MANY WORK RIGHTS WITHIN A WORKPLACE, YOU HAVE THE RIGHT TO:
 EQUAL PAY
 A NON DISCRIMINATIVE AND HARASSMENT-FREE WORKPLACE
 PAID MINIMUM WAGE
 FAMILY AND MEDICAL LEAVE
 RETALIATION-FREE WORKPLACE
 RIGHTS VIOLATIONS ASSESSMENT AND INVESTIGATION
 ACCOMMODATION FOR EMPLOYEES WITH DISABILITIES



TEEN INFO THE DON'TS AND THE HOURS.

workers under 18 may
 ~Operate, clean, or repair power-driven machinery~ ~Drive anything with a motor on public streets as part of the job, or work as an outside helper on a motor vehicle ~Handle, serve, or sell alcoholic beverages ~Be exposed to radioactive substances or ionizing radiation~ wrecking, demolition, excavation, logging, sawmills, roofing, or work that involves going on or near the roof, plus more..
workers under 16 MAY NOT:
 ~Work in building, construction, manufacturing, or food processing ~Bake or cook (under specific Circumstances)~ Go from house to house to sell things or do "sign-waving"~ Do dry cleaning or work in a commercial laundry ~Work on a ladder or scaffold ~ Work in a freezer or meat cooler ~ Load or unload trucks, railroad cars, or conveyors ~ Work in a warehouse (except as a clerical) plus more...

CAL-OSHA REGULATIONS: PLUS MORE!
 • REGULATES, EVERY WORKPLACE TO HAVE AN INJURY AND ILLNESS PREVENTION PROGRAM. TO INVOLVE EVERY WORKER IN THE PROGRAM, INCLUDING TEENS. INJURY AND ILLNESS PREVENTION PROGRAM ARE IN PLACE AND ACCESSIBLE WITHIN THE WORKPLACE.
 INFORMATION AND TRAINING FOR ALL WORKERS ABOUT POSSIBLE HAZARDS, +GIVEN IN A LANGUAGE THEY UNDERSTAND.
 ABLE TO REPORT HAZARDS WITHOUT FEAR OF BEING FIRED OR PUNISHED.
 • INSPECTIONS OF THE WORKPLACE AND CORRECTING HAZARDS PROMPTLY.

AND MUCH MORE! EVERYONE HAS A RIGHT TO A SAFE AND COMPLIANT WORKPLACE!



WORK HOURS BASED ON AGE:

	Ages 14-15:	Ages 16-17:
Work Hours when there is school	7 am-7 pm, from Labor Day-June 1 » Not during school hours » 7 am-9 pm, from June 1-Labor Day	» 5 am-10 pm when there is school the next day » 5 am-12:30 am when there is no school the next day
Maximum Hours When School is In Session	18 hours a week, but not over: » 3 hours a day on school days » 8 hours a day Saturday - Sunday and holidays	48 hours a week, but not over: » 4 hours a day Monday-Thursday » 8 hours a day Friday-Sunday and holidays
Maximum Hours When School is Not in Session	» 40 hours a week » 8 hours a day	» 48 hours a week » 8 hours a day

<https://youngworkers.org/injuries/ hazards/ hazards-activity-page/1>

<https://youngworkers.org/injuries/ hazards/ hazards-activity-page/1>

YWLA Testimonials



"YWLA showed me
that **workers are
more powerful** than
we think."

-Beila Vejar



"The experience made
me more **comfortable
and confident** in
advocating for my
rights when needed"

- Victoria Virgen

Safe Jobs for Youth Month

SJ4YM is an annual public awareness campaign in the month of May to help young workers understand their rights at work.

Social Media Campaign

Remember: Safety first!

WORKPLACE SAFETY RULES

TEENS YOU HAVE RIGHTS! Employers are responsible for providing a safe work environment, as well as training and other protective policies. Speak up!



- 1 It is illegal for employers to discriminate against their workers.
- 2 Child labor laws protect teens from working too long, too late, or too early.
- 3 By law, your employer must provide training about what to do in an emergency.
- 4 Report any health and safety hazards to your supervisor.
- 5 It is your employer's responsibility to stop and prevent sexual harassment in the workplace.
- 6 Refuse to work if the job is immediately dangerous to your life or health.

For more information, please visit:
youngworkers.org

Poster Contest



Resource Kit

SAFE JOBS FOR YOUTH: RESOURCE KIT

IMMIGRANT YOUTH ARE WORKING THE MOST HAZARDOUS JOBS

130,000

UNACCOMPANIED MINORS TRAVEL ACROSS THE BORDER IN 2022

“COMPANIES WILL OFTEN ESCAPE THE REPERCUSSIONS OF EMPLOYING YOUTH BY BLAMING SUBCONTRACTORS.”

ACTIVITY

Listen to the Daily Podcast *On the Border* and discuss it with your students. When the podcast is over, give the class five groups. Assign each group one of the following questions and have them report their findings to the bigger group.

1. What are some of the jobs the reporter identified that young people are working? Which of these jobs have tasks that are illegal under one of the federal and associated states that could result from the work?

2. How might working in dangerous jobs negatively impact the future of a young person? What are the benefits to working these jobs? How might the negative consequences of working these jobs outweigh the benefits?

3. In the story, the reporter mentions that in addition to performing dangerous tasks, young people are working long hours, sometimes for 8 hours after school. How could working long hours negatively impact young workers?

4. What are some ways that you can get this story out to your community (friends, teachers, youth groups etc.)?

MINORS AS YOUNG AS 12 YEARS OLD... HAVE BEEN FOUND PERFORMING TASKS THAT ARE TYPICALLY ILLEGAL FOR THOSE UNDER 18

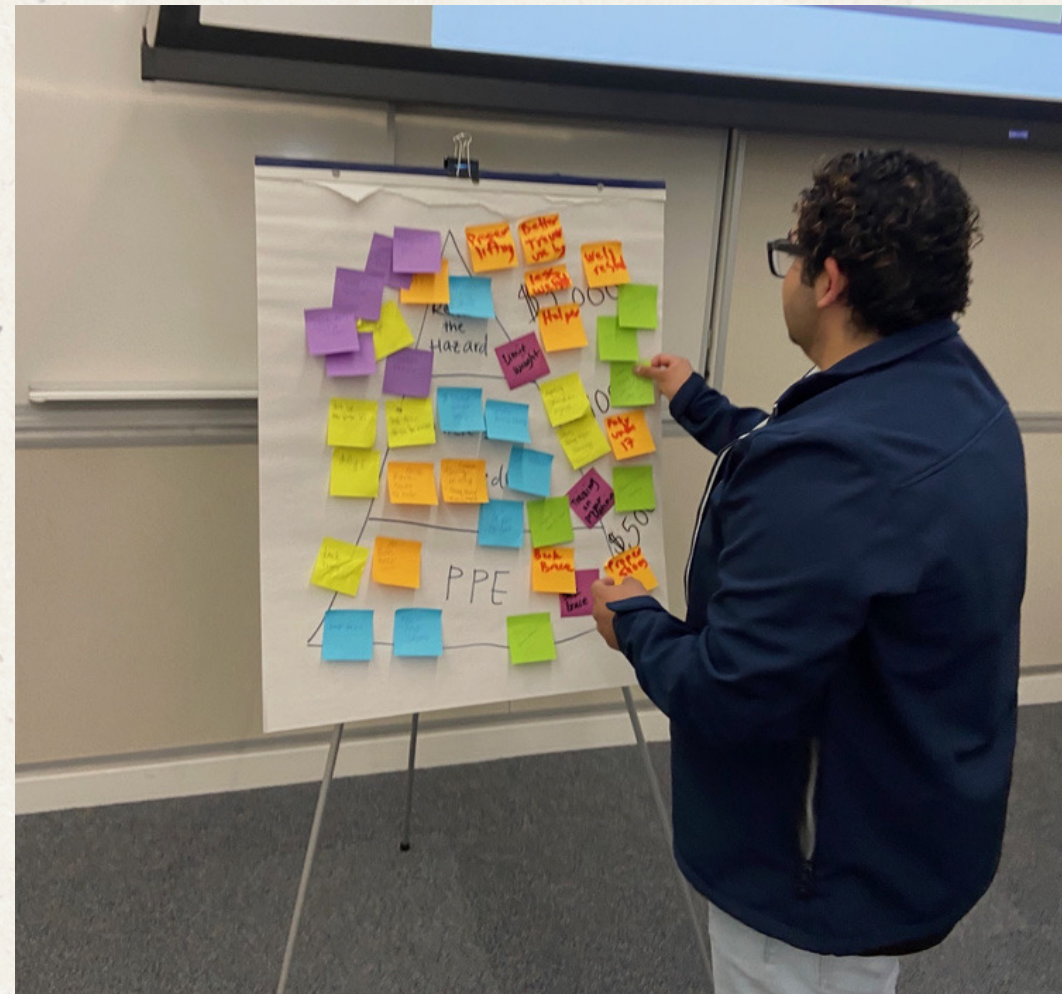
YWLA Projects



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Teacher Training

Train the trainer workshops with work based learning programs in high schools across California.



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Facts for Employers

Safer Jobs for Teens



FIVE STEPS TO SAFER TEEN JOBS

Each year 30 teens under 18 die from work injuries in the U.S. About 27,000 are injured seriously enough to require emergency room treatment. There's a lot that employers can do to prevent injuries to their teen workers. The measures you take to keep teens safe will help protect all employees. Begin by following these steps:

1. Know and Comply with the Law

- » Understand the California child labor laws. Make sure teen employees are not assigned work schedules that violate the law, or given prohibited job tasks like operating heavy equipment or using power tools.
- » Understand and comply with Cal/OSHA's workplace safety and health regulations. These are designed to protect all employees, including teens, from injury.
- » See later sections of this factsheet for more information.

2. Make Sure Teens Have Work Permits

- » Workers under 18 must apply for work permits at their school or school district office before beginning a new job. Work permits are not required for those who have graduated from high school or passed the high school equivalency exam.

3. Stress Safety to Supervisors

- » Make sure frontline supervisors who give teens their job assignments know the law.
- » Encourage supervisors to set a good example. They are in the best position to influence teens' attitudes and work habits.

4. Set Up a Safety and Health Program

- » Make sure all jobs and work areas are free of hazards. The law requires you to provide a safe and healthy workplace.
- » Under Cal/OSHA regulations, every workplace must have an Injury and Illness Prevention Program. Involve every worker in the program, including teens.

5. Train Teens to Put Safety First

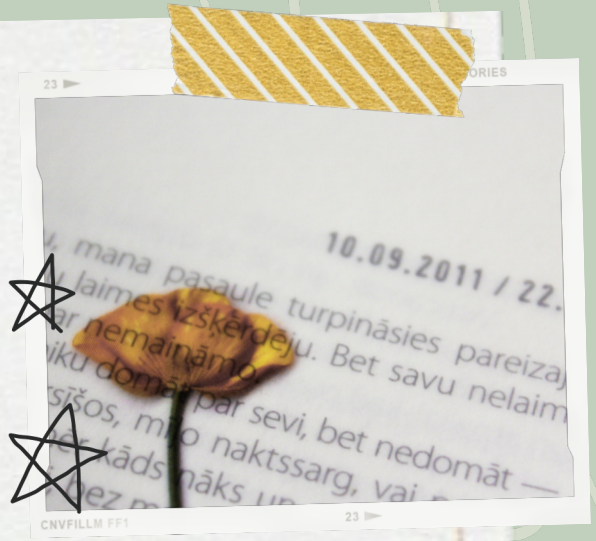
- » Give teens clear instructions for each task, especially unfamiliar ones. Provide hands-on training on the correct use of equipment. Show them what safety precautions to take. Give them a chance to ask questions.
- » Observe teens while they work, and correct any mistakes. Retrain them regularly.
- » Encourage teens to let you know if there's a problem or directions are unclear. Make sure teens feel free to speak up.
- » Prepare teens for emergencies—accidents, fires, violent situations, etc. Show them escape routes and explain where to go if they need emergency medical treatment.
- » Supply personal protective equipment when needed—goggles, safety shoes, masks, hard hats, gloves, etc. Be sure that teens know

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- Know and comply with the law
- Make sure teens have a work permit
- Stress safety to supervisors
- Set up a safety and health program
- Train teens to put safety first





Keep in touch!

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