

# Unit 3: Know Your Rights

ProSafety Curriculum  
for the Culinary Arts

Washington Restaurant Association

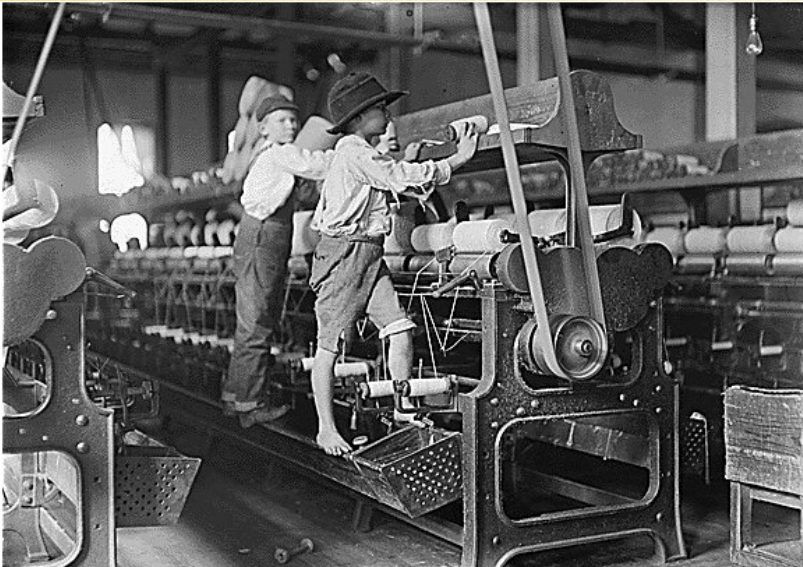
Dept of Environmental and Occupational Health Sciences  
School of Public Health University of Washington

Washington State Department of Labor and Industries



# Child Labor in the US

The industrial revolution ushered in an age of factories and the use of children as cheap labor. By 1900 about 2 million children were working in mills, mines, fields, factories, stores and on city streets.



Small kids had to climb up on the spinning frame to mend broken threads and to put back the empty bobbins. Macon, GA, 1909<sup>1</sup>



Oyster shuckers in canning factory. All but the very smallest babies work, from 3:30 am to 5 pm. The little girl in the center is “a real help to me” says her mother. Dunbar, La.<sup>1</sup>

1 - The History Place - Child Labor in America, Photographs and captions by Lewis W. Hine, [www.historyplace.com/unitedstates/childlabor/](http://www.historyplace.com/unitedstates/childlabor/)

2 - American Literature Survey 2, Dr. Ron Tranquilla, Photographs of Lewis Hine, [http://www.eng.fju.edu.tw/ron/american\\_lit2?Images/childlabor.htm](http://www.eng.fju.edu.tw/ron/american_lit2?Images/childlabor.htm)

# Child Labor in the US

Founded in 1904 the National Child Labor Committee (NCLC) used information and documentation to lobby for child labor laws. The pictures in these slides were taken by Lewis Hines as part of that documentation.



Berry pickers, age 7 and 9. Children worked from 4:30 am until sunset. Rochester, MA. 1908<sup>1, 2</sup>



Miners waiting for the cage to go up at the end of the day. Two sides of the cage are open; the other two sides have little protection. The cage is usually crowded. S. Pittson, PA<sup>1</sup>

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“Among the related reforms championed by the movement (NCLC) to end child labor were:

- innovations in national regulation of labor conditions,
- the minimum wage,
- worker’s compensation insurance,
- uniform standards for compulsory education,
- school food programs,
- shorter work days,
- regulation of health and safety conditions in the workplace
- and many others that Americans take for granted today.”

—The Campaign to End Child Labor, by Jim Zwick



Girls at weaving machines  
Evansville, IN, October 1908

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# Child Labor in the US

Over the next two decades, several attempts were made to pass a federal law controlling child labor but none succeeded until in 1938 when the Fair Labor Standards Act (FLSA) was passed. This act still serves as the guiding legislation on child labor in the U.S.



A Bowery bootblack in New York.<sup>1</sup>



A young driver in the Brown mine. Has been driving one year. Works 7 am to 5:30 pm daily. Brown, WV.<sup>1</sup>

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# Child Labor in the US



“Breakers” sorting coal. The dust was so dense at times as to obscure the view. This dust penetrated the utmost recesses of the boys’ lungs. A kind of slave-driver sometimes stands over the boys, prodding or kicking them into obedience. s. Pittston, Pa.<sup>1, 2</sup>

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# Child Labor in the US



Cutting fish in a sardine cannery. Large sharp knives are used with a cutting and sometimes chopping motion. The slippery floors and benches and careless bumping into each other increase the liability of accidents. Eastport, Me.<sup>1</sup>



Shrimp pickers, including little 8 year old Max on the right. Biloxi, Miss.<sup>1</sup>

# Child Labor in the US



Nine-year old newsgirl. Hartford, CT,  
March 1909



Boys in the packing room at the  
Brown Mfg. Co. Evansville, Ind.<sup>1</sup>



# Child Labor in the US



**Boy picking berries.** Near Baltimore, MD,  
June, 1909



**Some of the young knitters in  
London Hosiery Mills.** London, Tenn.<sup>1</sup>

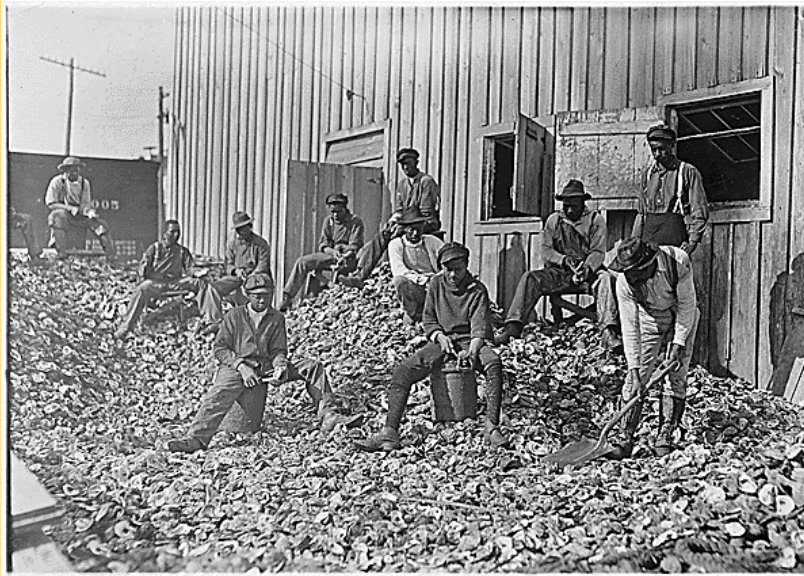


**Glassblowers and mold boy, bottle  
factory.** Grafton, WV, 1908

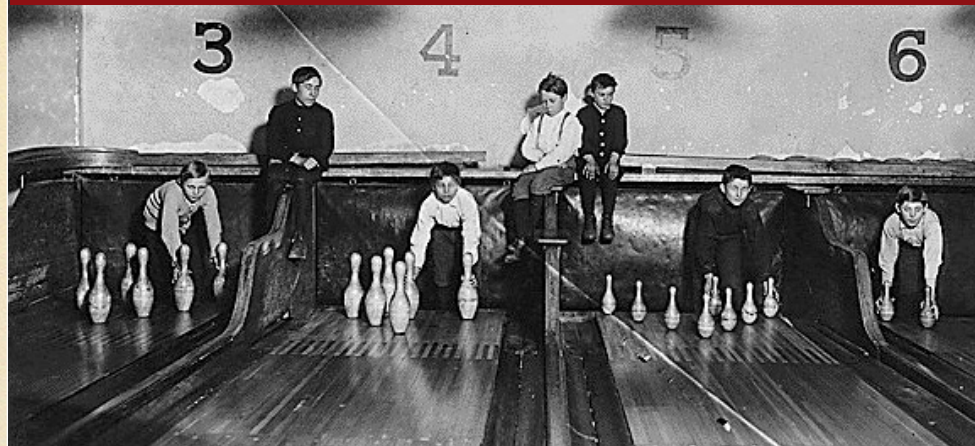


**Boys in a cigar factory.**

# Child Labor in the US



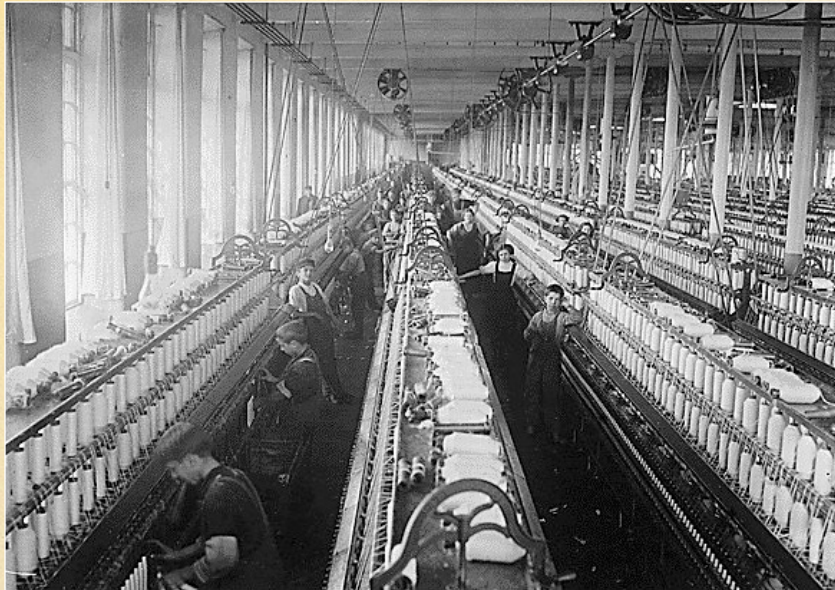
Bowling alley boys. Many of them work past midnight setting pins. New Haven, Conn.<sup>1</sup>



# Child Labor in the US

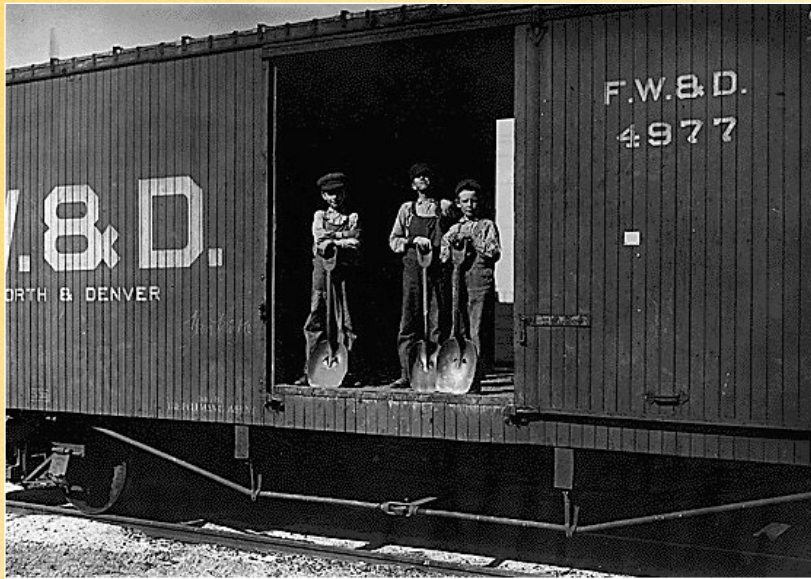


One of the spinners in Whitnel Cotton Mill. She was 51 inches (4ft 3in) high. Has been in the mill one year. Sometimes works at night. Whitnel, NC<sup>1</sup>

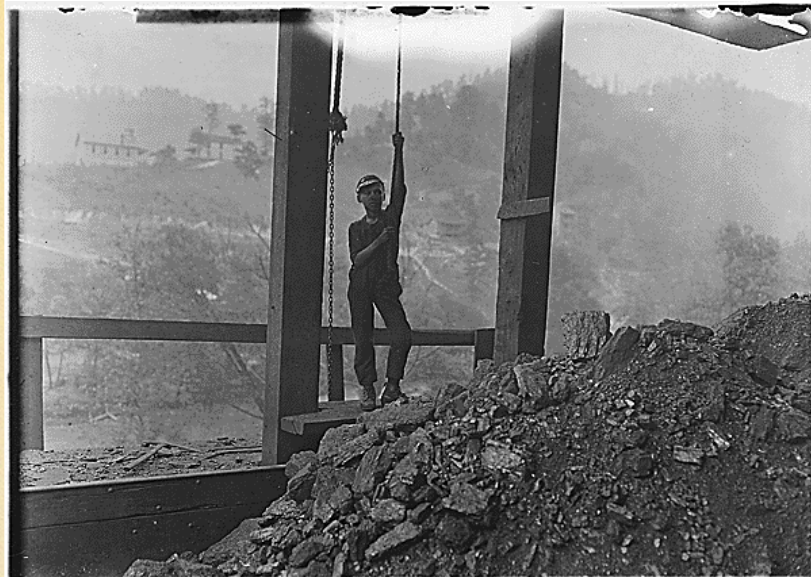


Spinning room, Cornell Mill. Fall River, Mass.<sup>1</sup>

# Child Labor in the US



Three young boys with shovels standing in doorway of a Fort Worth & Denver train car.<sup>1</sup>



Boy running "Trip Rope" in mine.  
Welch, WV, September 1908

# National Level Enforcement Agency

## Occupational Safety and Health Act

Passed in 1970

Created OSHA



## OSHA

Occupational Safety & Health  
Administration

US Department of Labor

Creates and enforces workplace  
safety and health regulations

# State Level Enforcement Agency



Regulates workplace health and safety by addressing 3 areas



## **Industrial Insurance**

Workers compensation for workplace injuries

## **DOSH Services**

Workplace safety and health

## **Specialty Compliance**

Teen workers, apprenticeship and employment standards

# Know Your Rights

## Jeopardy Game

<b>Rights on the Job</b>	<b>Dangerous Work and Work Permits</b>	<b>Hours for Teens and Working Safely</b>	<b>Job Injuries and Getting Help</b>
<b>\$100</b>	<b>\$100</b>	<b>\$100</b>	<b>\$100</b>
<b>\$200</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>
<b>\$300</b>	<b>\$300</b>	<b>\$300</b>	<b>\$300</b>
<b>\$400</b>	<b>\$400</b>	<b>\$400</b>	<b>\$400</b>
<b>\$500</b>	<b>\$500</b>	<b>\$500</b>	<b>\$500</b>