

# Know Your Rights



## Unit 3 Overview

This unit opens with a discussion of why labor laws were originally developed to protect young workers by looking at historic working conditions for children and teens. Students are then introduced to the government agencies that enforce workplace safety and health labor laws. Students then play a jeopardy game to learn more specifics about the child labor laws in Washington State.

### **Activity A. Know Your Rights Pre-Test**

Students complete the pre-test as a measure of what they already know about workplace health and safety laws and worker rights before lesson 3 is taught.

### **Activity B. Introduction to Labor Laws and Workplace Rights**

Using a discussion format and looking at pictures of historical working conditions for children and teens, students discuss why labor laws were created. Students then learn about the government agencies that enforce these laws.

### **Activity C. Labor Law Jeopardy (Activity Option 1)**

This activity is a modified version of the television game show Jeopardy. Students work in teams to answer questions about Washington State labor laws and the rights of young workers.

### **Activity C. Labor Law Bingo (Activity Option 2)**

Use this activity as an alternative to the Jeopardy game. Students answer questions about Washington State labor laws and worker rights using modified versions of Bingo cards. Students can participate individually or in teams.

### **Activity D. Know Your Rights Post-Test**

Students complete a post-test as a measure of what they have learned as a result of presenting unit 3.

# Washington State Essential Academic Learning Requirements (EALRs)

This lesson addresses the following EALRs:

## Health and Fitness

- 2.2 Understand the concept of control and prevention of disease
- 2.3 Acquire skills to live safely and reduce health risks
- 3.1 Understand how environmental factors affect one's health

## Reading

- 1.1 Use word recognition and meaning skills to read and comprehend text
- 1.3 Read fluently, adjusting reading for purpose and material
- 1.5 Use features of non-fiction text and computer software
- 2.1 Comprehend important ideas and details
- 3.1 Read to learn new information
- 3.2 Read to perform a task
- 3.4 Read for career applications
- 4.4 Analyze how communication is used in career settings

## Communication

- 2.3 Use effective delivery
- 3.1 Use language to interact effectively and responsibly with others
- 3.2 Work cooperatively as a member of a group
- 3.3 Seek agreement and solutions through discussion

## Social Studies (Civics)

- 2.2 Understand the function and effect of law
- 4.1 Understand individual rights and their accompanying responsibilities

# Know Your Rights

## Time

45 minutes

## Materials

- History of Child Labor in the US Photos (PowerPoint slides 1–14)
- Know Your Rights Interactive Jeopardy
- Bingo cards (if playing bingo in place of Jeopardy)
- Computer and Projector
- Prizes (candy, etc.)

## Handouts

- A. Know Your Rights Pre-Test
- B. Teens at Work: Facts for Employers, Parents and Teens
- C. Labor Law Jeopardy Student Answer Sheet
- D. Labor Law Bingo Questions and Answers
- E. Labor Law Bingo Cards 1–10 (if playing bingo in place of Jeopardy)
- F. Know Your Rights Post-Test
- G. Pre-and Post-Test Teacher Answer Key

## Learning Objectives

By the end of this lesson students will be able to:

- Discuss why labor laws are important for protecting the health and safety of young workers.
- Describe the legal limitations on tasks that teens may do on the job, and on the hours they may work.
- Identify three health and safety rights and responsibilities that teens have on the job.
- Identify the government agencies that enforce labor and job safety and health laws.

## Preparing to Teach This Lesson

Before you present this lesson:

1. Read through and make copies of handout *A Know your Rights Pre-Test* for each student.
2. Obtain copies of the WA State Department of Labor & Industries brochure titled *Teens at Work: Facts for Employers, Parents and Teens* **or** make copies of the brochure using Handout B *Teens at Work: Facts for Employers, Parents and Teens*. This brochure can also be downloaded from the Labor & Industries website.
3. Decide which activity you will use with your students, Jeopardy or bingo.
4. If you are going to play the Jeopardy game, locate the PowerPoint file called unit 3 *Jeopardy Know Your Rights* on your PowerPoint CD and test it on your computer. *Note:* When opening up the interactive Jeopardy PowerPoint slide, you will need to click on the Enable Macros button that will pop up on the dialog box in order to play the interactive game. Optional: If you want students to write out the answers to each of the Jeopardy questions, make a copy of handout C *Labor Law Jeopardy Answer Sheet* for each student.

5. If you are going to play bingo, make as many copies of handout E *Bingo Game Boards* as you will need for your students. There are 10 different game boards.
6. Obtain prizes.

## Detailed Instructor's Notes

### Activity A. Know Your Rights Pre-Test (handout A)

Procedure:

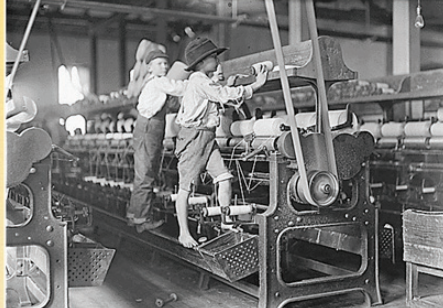
1. Distribute copies of handout A, *Know Your Rights Pre-Test*, to students prior to introducing any of the material in unit 3.
2. Collect the pre-test right after its completion. Keep it on file until the *Know Your Rights Post-Test* is completed at the end of Unit 3. **Do not let students keep the pre-test.**
3. Answers to the pre- and post-test can be found in handout E, *Know Your Rights Pre-and Post-Test Teacher Answer Key*.

### Activity B. Introduction to Labor Laws and Workplace Rights

1. Show students examples from PowerPoint slides 1–11. These pictures were originally taken to help document the unsafe working conditions of children in the United States in an effort to influence congress to pass laws that would improve the working conditions for children.
2. Ask students for their observations about the pictures, including the jobs and working conditions.
3. Point out that it was not until 1938, when the first child labor laws were passed. These laws are still the basis for the current child labor laws .
4. Explain to the class that teens have important legal rights on the job. Child labor laws are in place help to protect young workers from becoming injured on the job and providing them with workplace rights. The child labor laws cover all minors, until they turn 18 years old.

## 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.fiu.edu/tw/rtrn/american\\_lit27/images/childlabor.htm](http://www.eng.fiu.edu/tw/rtrn/american_lit27/images/childlabor.htm)

Slide 1

Health and Safety Awareness for Working Teens

## 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>

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

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Slide 2

Health and Safety Awareness for Working Teens

## Child Labor in the US

“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.”



Girls at weaving machines  
Evansville, IN, October 1908

—The Campaign to End Child Labor, by Jim Zwick

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

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Slide 3

Health and Safety Awareness for Working Teens

## 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>

1 - The History Place - Child Labor in America, Photographs of 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.fiu.edu/tw/ron/american\\_lit27/images/childlabor.htm](http://www.eng.fiu.edu/tw/ron/american_lit27/images/childlabor.htm)

Slide 4

Health and Safety Awareness for Working Teens

## 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>

1 - The History Place - Child Labor in America, Photographs of 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.ens.fju.edu.tw/ron/american\\_hi27images/childlabor.htm](http://www.ens.fju.edu.tw/ron/american_hi27images/childlabor.htm)

Slide 5

Health and Safety Awareness for Working Teens

## 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>

Slide 6

Additional Child Labor Pictures by Lewis Hine

Health and Safety Awareness for Working Teens



## 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>

Slide 7

Additional Child Labor Pictures by Lewis Hine

Health and Safety Awareness for Working Teens

## 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.

Slide 8

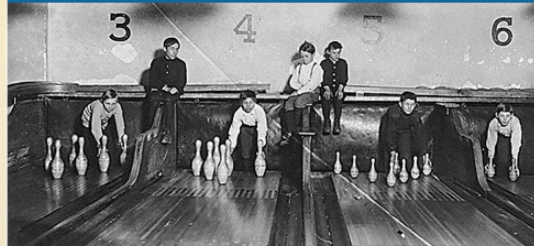
Additional Child Labor Pictures by Lewis Hine

Health and Safety Awareness for Working Teens

## Child Labor in the US



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



Slide 9

Additional Child Labor Pictures by Lewis Hine

Health and Safety Awareness for Working Teens

## 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>



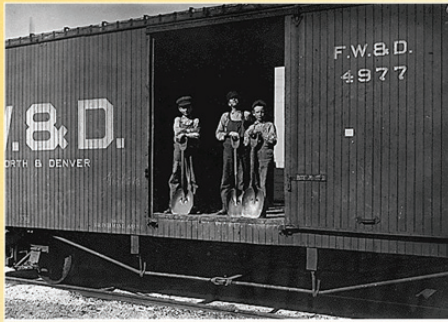
Spinning room, Cornell Mill. Fall River, Mass.<sup>1</sup>

Slide 10

Additional Child Labor Pictures by Lewis Hine

Health and Safety Awareness for Working Teens

## 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

Slide 11

Additional Child Labor Pictures by Lewis Hine

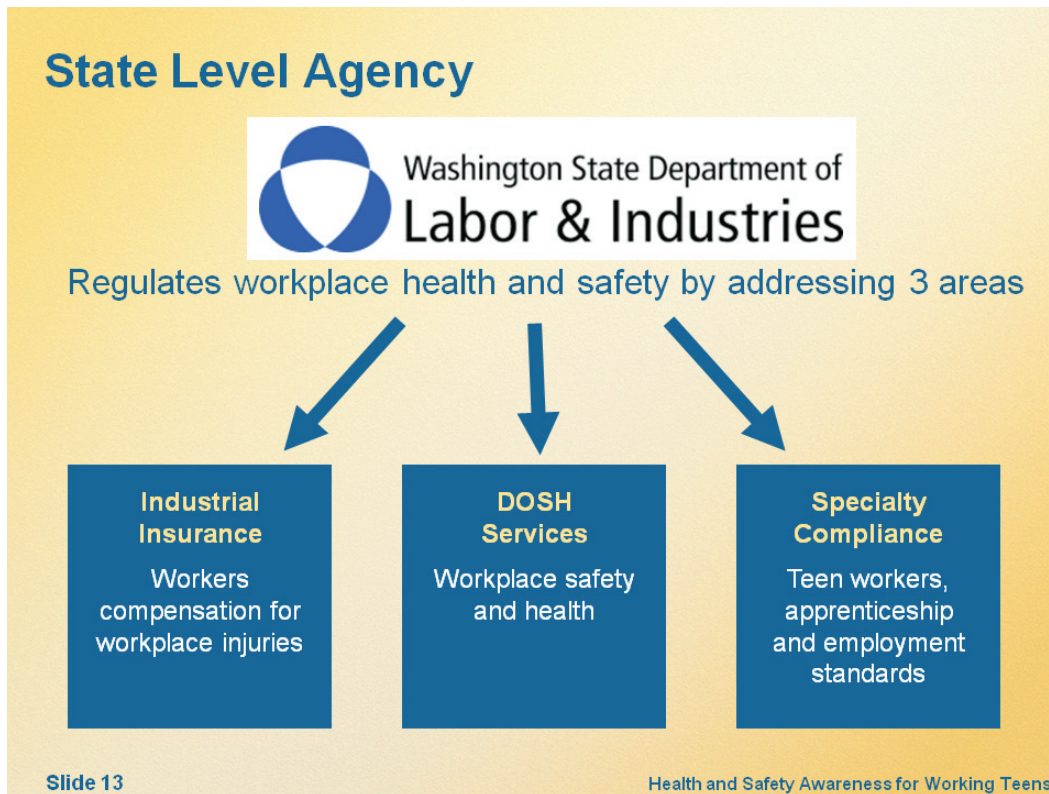
Health and Safety Awareness for Working Teens

## Labor Laws & Their Agencies

1. Show PowerPoint slide 12. Tell students the name of the federal government agency that is responsible for enforcing workplace safety and health regulations is called the Occupational Health and Safety Administration (OSHA). Most people typically refer to it as OSHA.



2. Show PowerPoint slide 13. Tell students that there are some states, such as Washington State, where a state agency is responsible for enforcing health and safety regulations instead of OSHA. In Washington State this agency is called the Washington State Department of Labor and Industries (L&I). Many people refer to this agency as L&I. When federal and state regulations are different, the rules that provide the most protection to workers will apply.



**Review brochure—*Teens at Work: Facts for Employers, Parents, and Teens* brochure (5 minutes)**

1. Distribute handout B *Facts for Employers, Parents and Teens* or copies of the same brochure that is available from the Washington State Department of Labor & Industries. Contact your local Labor & Industries office to obtain copies of brochure for your students.
2. Point out the key topics covered in the handout. Tell students this is a summary of their workplace health and safety rights. Tell them to keep this sheet in their binders, as they will use the information during the next several units.

**C. Labor Law Jeopardy Game—Activity Option 1, or**

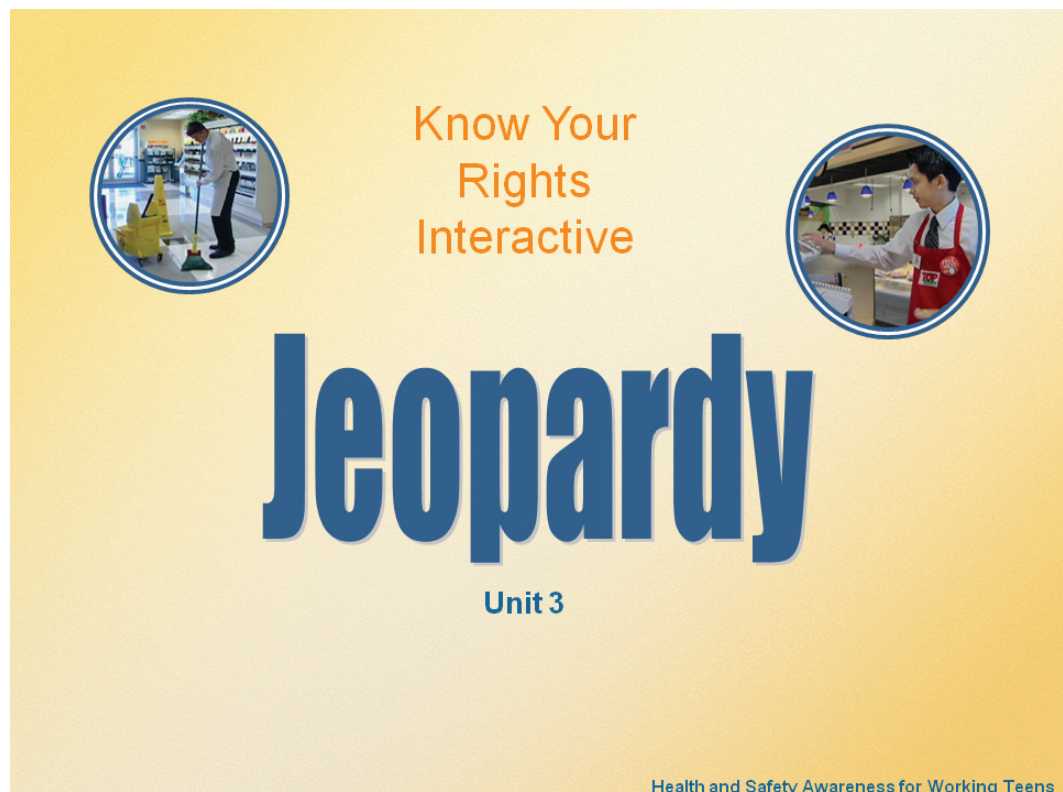
## D. Labor Law Bingo—Activity Option 2

After reviewing the handout with your students, use one of the following activity options to help your students become familiar with the labor laws and worker rights. The first activity option is a labor law jeopardy game. The second activity option is labor law bingo.

### Labor Law Jeopardy Game

1. Explain to the class that they will now play a game to review key information about health and safety and labor laws.
2. Divide the class into teams of 3 to 5 participants each. You may want to have individual team members try to memorize a specific section of the handout and become “subject matter experts.” You may want to have them individually read through the sheet independently for a couple of minutes prior to going through the Jeopardy game activity.
3. Have each team pick a team name. Write the team names across the top of a flipchart or on the board, making a column for each team for scorekeeping. The instructor can keep score or ask for a volunteer to be scorekeeper.
4. Project the PowerPoint file with the Jeopardy game.

*Note:* To use the interactive PowerPoint game board, select a category on the board by clicking on it. After the question comes up, have the team answer the question. After they have answered, click directly on the question and the





answer will appear. Click on the home button at the bottom of the screen to return to the main game board for the next round of questions.

### Jeopardy Game Rules

Then explain the rules:

- Teams may refer to student handout A *Are You A Working Teen?* to find answers during the game.
- The first team will pick a category and dollar amount from the game board. The instructor will ask the corresponding question.
- The team gets approximately 30 seconds to discuss the question and come up with an answer.
- If the first team answers correctly, they get the dollar amount for that question. The scorekeeper will record it in their column on the flipchart or chalkboard. Then the next team picks a category and dollar amount.
- If the first team answers incorrectly, the next team in order will be called on to answer the same question. This will continue until a team gets the correct answer. They win the dollar amount. There is no penalty for incorrect answers.

*Note:* Don't call on another team if the question is True or False.

- If all the teams miss a question, the instructor should give the correct answer.

- Whether a team gets the correct answer or the instructor gives it, take time to explain the answer. Sometimes there are several possible correct answers, or more complete answers.
5. Play the game. At the end of the game, total up the dollar amounts each team has won. Award a prize to the winning team.
  6. You may want to have students use the *Labor Law Jeopardy Answer Sheet* (handout B) blank game board grid to record their answers.

#### **D. Labor Law Bingo Game**

1. As an alternative activity to the interactive jeopardy game, you can also cover information on labor laws and worker rights using this modified version of bingo. Students can work individually or in teams.

#### **Labor Law Bingo Set-Up**

1. Explain that the class will play Labor Law Bingo to review key information about health and safety and labor laws.
2. Instead of calling out bingo numbers, the teacher will ask questions about labor laws in Washington State. Students see if they can find the answers to the questions on their bingo cards.
3. Tell your students that most (though not all) of the answers to the questions are based on information that can be found on their handout or brochure.
4. If you wish students to play in teams, divide them into groups of 2 or 3. Students may also play individually.
5. Distribute bingo cards. Use a variety of the cards (all ten, if possible). If each card will be used only once, students can mark squares with a pen. If cards will be used with multiple classes, have students cut or rip small pieces of paper to use as bingo markers.
6. Using handout D *Labor Law Bingo Questions and Answers*, read questions to the class. Mark each question as you read it, or make a list of the numbers of the questions you read, so you can confirm student wins.

#### **Labor Law Bingo Rules**

7. Then explain the rules:
  - After the instructor reads a question about labor laws, students check if the correct answer is on their bingo card. If so, they mark or cover the square that contains the answer.
  - The square in the middle of the game card is “free” and counts as a correct answer.



- A team or individual wins when they mark five squares in a row, horizontally, vertically or diagonally.
  - The winner(s) calls bingo.
  - The winning team reads off its answers to the class (to make sure the answers were really called out).
8. Play the game.
  9. When a team calls bingo, have them read their answers aloud to make sure they are correct. If their answer is incorrect, provide them with the right answer. *Note:* some questions have more than one answer.
  10. (Optional) Distribute small prizes to members of the winning team, or prizes to all students and a larger prize to the members of the winning team.

### **Activity E. Know Your Rights Post-Test**

1. Distribute copies of handout F *Know Your Rights Post-Test* to students at the end of the unit.
2. Collect the post-test right after its completion. Do not let the students keep the post-test.
3. Handout G *Pre- and Post-Tests Teacher Answer Key* is provided to help you evaluate your students work on the test. The answer key provides possible examples of correct answers.



Name \_\_\_\_\_ Date \_\_\_\_\_ Period \_\_\_\_\_

1 What year was the first child labor law passed? \_\_\_\_\_

2 What is the purpose of child labor laws?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3 Child labor laws apply to all workers under the age of \_\_\_\_\_ ?

4 How late can a 16- or 17-year old minor work on a school night? \_\_\_\_\_

5 The amount of time that the law allows teens to work during the week depends on whether or not school is in session.  
 True  
 False

6 Name two tasks, which might be found in food service, that no worker under age 18 is allowed to do in Washington State.  
Task: \_\_\_\_\_  
Task: \_\_\_\_\_

7 How old must you be to clean a meat slicer? \_\_\_\_\_

8 In Washington State, what agency is responsible for enforcing the health and safety regulations and the child labor laws?  
\_\_\_\_\_





# Teens at Work: Facts for Employers, Parents and Teens

Many Washington employers hire workers under the age of 18 to work in restaurants, grocery stores and offices, among other non-agricultural jobs.

This brochure answers many questions employers, teen workers and parents have about non-agricultural work rules, permits and conditions for working minors. These requirements also apply to teens working in their family's non-agricultural business.

If you have questions this brochure does not answer, visit [www.Teenworkers.Lni.wa.gov](http://www.Teenworkers.Lni.wa.gov), e-mail [TeenSafety@Lni.wa.gov](mailto:TeenSafety@Lni.wa.gov) or call your local Department of Labor & Industries (L&I) office.

The information in this brochure covers all industries other than Agriculture.

## What does an employer have to do to employ minors?

Post a current minor work permit endorsement

Employers are responsible for getting a minor work permit endorsement for each work site where they employ minors.

They can get one with the Master Business License application.

This application can be obtained through the Department of Licensing or any L&I office.

The Master Business License with current minor work permit endorsement must be posted, and renewed every year.



Keep specific information on file for each minor worker

An employer must have the following information about each minor worker on file at the minor's work site:

### Proof of age

A copy of one of the following is required:

- Birth certificate
- Driver's license
- Baptismal record
- Notarized statement from parent or legal guardian

### Personal data

Name, address, date of birth and a copy of the minor's Social Security card.

### Employment description

Earliest and latest work hours, total number of hours of work per week and a complete description of duties.

### A parent/school authorization form from each minor worker

L&I gives this form to the employer. It is also available on L&I's web site at [www.Lni.wa.gov/forms/pdf/700002af.pdf](http://www.Lni.wa.gov/forms/pdf/700002af.pdf)

The parent/school authorization form must be completed by the employer, signed by the parent/guardian, and by a school representative if the student is working during the school year. It must be kept on file at the minor's work site. The employer needs to renew the parent/school authorization form when it expires every year in September.

**How old do kids have to be to work?**

Kids have to be 14 years old to work at non-agricultural jobs. Under limited circumstances and with permission from the county superior court, a youth younger than 14 may be employed.

**What is the minimum wage for minor workers?**

The minimum wage for 16- and 17-year -old workers is the same as for adults. Minors under 16 may be paid 85 percent of the state minimum wage.

**What about meal and rest breaks?**

Fourteen- and 15-year -old workers may not work more than four hours without a 30-minute uninterrupted meal period. The meal period must be separate from, and in addition to rest breaks. These minors must be provided a paid rest break of at least 10 minutes for every two hours worked. When working a four -hour period, they cannot be r equired to work more than two hours without either a 10-minute rest break or a 30-minute meal period.

Sixteen- and 17-year -old workers are entitled to an uninterr upted meal period of at least 30 minutes when working mor e than five hours a day. These minors are entitled to at least a 10-minute paid rest break for each

four hours worked. They must receive a rest break at least every three hours.

**When can 16- and 17-year-olds work extra hours?**

If there is "good cause" why a 16- or 17-year-old needs to work more hours per week than shown on the table below, a variance is possible.

**Special variance – up to 28 hours per week**  
 Many older teens have a reduced school schedule or have shown that they are able to work additional hours on top of their school schedule and extracurricular activities. The parents and the school can grant permission to work up to eight extra hours during the school week. They must complete the special variance section of the Parent/School Authorization form, which is available on online at [www.Lni.wa.gov/forms/pdf/700002af.pdf](http://www.Lni.wa.gov/forms/pdf/700002af.pdf) or by calling 1-866-219-7321.

**Regular variance – more than 28 hours per week**  
 If the extra hours provided by the special variance are not enough, the business can pursue a regular variance with L&I. The employer originates the request. The form is available at [www.Lni.WorkplaceRights/Techworkers/Hours/Variations](http://www.Lni.WorkplaceRights/Techworkers/Hours/Variations)

**What hours are teens under 18 allowed to work in non-agricultural jobs?**

Hours and schedules minors are permitted to work in non-agricultural jobs

|  | Hours per day                  | Hours per week | Days per week | Begin  | Quit                                   |
|--|--------------------------------|----------------|---------------|--------|--|
| <b>14-15 year-olds</b>                           |                                |                |               |        |  |
| School weeks                                     | 3 hours<br>(8 hours Sat.-Sun.) | 16 hours       | 6 days        | 7 a.m. | 7 p.m.                                 |
| Non-school weeks                                 | 8 hours                        | 40 hours       | 6 days        | 7 a.m. | 7 p.m.<br>(9 p.m. June 1 to Labor Day) |
| <b>16-17 year-olds</b>                           |                                |                |               |        |  |
| School weeks                                     | 4 hours<br>(8 hours Fri.-Sun.) | 20 hours       | 6 days        | 7 a.m. | 10 p.m.<br>(Midnight Fri.-Sat.)        |
| School weeks with a special variance from school | 6 hours<br>(8 hours Fri.-Sun.) | 28 hours       | 6 days        | 7 a.m. | 10 p.m.<br>(Midnight Fri.-Sat.)        |
| Non-school weeks                                 | 8 hours                        | 48 hours       | 6 days        | 5 a.m. | Midnight                               |

- Notes:
1. An adult must supervise minors working after 8 p.m. in service occupations, such as restaurants and retail businesses.
  2. Overtime rules apply for all hours worked over 40 in one week.
  3. These rules also apply to home-schooled teens.

### Are there exemptions from the rules covering hours of work?

A 16- or 17-year-old may work non-school hours during the school year if he/she is married, a parent, possesses a certificate of educational competence (GED), is registered in accredited college courses or is emancipated under Washington State law.

### What work activities are teens prohibited from doing in non-agricultural jobs?

Experience has shown some jobs are potentially hazardous for young workers. Washington State and federal laws spell out which jobs are prohibited for minor workers.

**IMPORTANT:** All of the following duties are prohibited regardless of the type of industry.

This list includes only the main highlights of the child labor regulations. Refer to WAC 296-125-030 for more detail.

All minors under 18 are prohibited from doing the following work in any industry:

#### Prohibited duties common to restaurants, delis and grocery stores

- Operating meat slicers or powered bakery equipment such as a Hobart mixer.
- Regular driving of motor vehicles to make deliveries, such as pizza delivery. (No driving on public roads for those 16 or under)
- Driving a forklift.
- Working at heights greater than 10 feet of the ground or floor level.
- Loading, operating or unloading of paper balers and compactors.
- Work in freezers, meat coolers and in preparing meats for sale.
- Slaughtering, meat packing or food processing.
- Working alone past 8 p.m. without supervision by someone 18 years or older who is on the premises at all times.

#### Prohibited duties common to construction-related activities

- Roofing—All work on or around a roof.
- Working at heights greater than 10 feet off the ground or floor level.
- Wrecking and demolition.

- Elevators, hoists and cranes.
- Flagging.
- Trenching or excavating.
- Boilers or in engine rooms.
- Power-driven woodworking machines.
- Earth-moving machines.
- Explosives.
- Mining.

#### Other prohibited duties

- 17-year-olds may drive only under very limited circumstances.
- Firefighting.
- Logging and sawmill work.
- Selling candy, flowers, or other items to motorists on a public roadway.
- Manufacturing of brick, tile and similar products.
- Jobs where exposures require the use of respiratory protection or hearing protection.
- Work in saunas or massage parlors.
- Nurses' aide or nurses' assistant, unless the minor is in a state-certified training program.
- Jobs with possible exposure to bodily fluids, or radioactive and hazardous substances.

#### Additional prohibited duties for minors under age 16 (WAC 296-125-033)

- House-to-house sales.
- Cooking and baking.
- Operating or cleaning meat slicers.
- Any power-driven machinery.
- Construction.
- Manufacturing.
- Processing operations.
- Public messenger.
- Amusement parks.
- Loading or unloading trucks.
- Transportation, warehouse, storage and work around conveyors.
- Ladders and scaffolds, including window washing.
- Maintenance and repair in gas stations.



## What are the penalties for violating non-agricultural child labor laws?

### Permit revocation

L&I can revoke an employer's minor work permit if proper working conditions are not being met or if there are conditions that are detrimental to the health, safety or welfare of minor workers.

### Penalties

L&I can assess civil penalties up to \$1,000 and criminal penalties on employers in violation of child labor laws. The size of the civil penalty depends on the severity of the violation.

Violations that result in the death or permanent disability of a child may result in a Class C felony charge. An employer who knowingly or recklessly violates child labor laws may be charged with a gross misdemeanor.

Under federal law, child labor violations by employers may be subject to a civil penalty up to \$11,000 for each minor worker.

## Employer checklist

Here's a checklist of what an employer needs when hiring a minor:

- A minor work permit endorsement
- A signed parent/school authorization form
- Proof of minor's age
- Personal data and employment description



## In Spanish (en Español)

This publication is available in Spanish from the Department of Labor & Industries' Web site: [www.Lni.wa.gov/IPUB/700-022-999.pdf](http://www.Lni.wa.gov/IPUB/700-022-999.pdf)

### en Español

Esta publicación está disponible en español en el sitio del Internet del Departamento de Labor e Industrias: [www.Lni.wa.gov/IPUB/700-022-999.pdf](http://www.Lni.wa.gov/IPUB/700-022-999.pdf)

## For more information

E-mail [TeenSafety@Lni.wa.gov](mailto:TeenSafety@Lni.wa.gov), call your local L&I office or call toll-free 1-866-219-7321.

For information on federal laws, contact the U.S. Department of Labor, Wage and Hour Division, at 206-398-8039.

[www.youthrules.dol.gov](http://www.youthrules.dol.gov)  
[www.osha.gov/SITC/teenworkers](http://www.osha.gov/SITC/teenworkers)

 On the Web: Visit the L&I Web site at:

[www.TeenWorkers.Lni.wa.gov](http://www.TeenWorkers.Lni.wa.gov)

Other formats for persons with disabilities are available on request. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.

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



Note: Page numbers following Questions 1–22 refer to Master 2.1 Teens at Work. Answers to Questions 23–27 are **not** found in Master 2.1.

- 1 How many hours can 14- and 15-year olds work on a school day?
  - 3 hours, p. 2
- 2 How many hours can a 16- and 17-year olds work on a school day?
  - 4 hours, p. 2
- 3 At what age can a worker be a cook in a restaurant kitchen?
  - 16 years old, p. 3
- 4 In most cases, how old do you have to be to drive a car as part of the job?
  - 18 years old, p. 2
- 5 What is the maximum number of days in a week someone under age 18 can work?
  - 6 days, p. 2
- 6 During the school year, what is the total number of hours per week 14- and 15-year olds can work?
  - 16 hours, p. 2
- 7 During summer vacation, what is the total number of hours per week 14- and 15-year olds can work?
  - 40 hours, p. 2
- 8 During the school year, what is the total number of hours per week 16- and 17-year olds can work?
  - 20 hours, 28 in special cases with permission from the school district, p. 2
- 9 During summer break, what is the total number of hours per week 16- and 17-year olds can work?
  - 48 hours, p. 2

- 10** During the school year on a weekend, what is the longest shift 16- and 17-year olds can work?
- 8 hours, p. 2
- 11** How late can 16- and 17-year olds work on the evening before a school day?
- 10 PM, p. 2
- 12** How late can 16- and 17-year olds work on Friday and Saturday nights?
- Midnight, p. 2
- 13** How early can a 16 year old start work during summer break?
- 5:00 AM, p. 2
- 14** During the school year, how late can 14- and 15-year olds work?
- 7:00 PM, p. 2
- 15** During summer break, how late can 14- and 15-year olds work?
- 9:00 PM, p. 2
- 16** On a school day, when is the earliest time workers under age 18 can start work in the morning?
- 7:00 AM, p. 2
- 17** Who can you contact if your employer doesn't pay minimum wage or assigns you illegal hours?
- Washington State Department of Labor & Industries, p. 3
- 18** What form signed by your parent or guardian does your employer need to keep on file before you can begin working?
- Parent / School Authorization Form, pages 1, 3
- 19** How many feet above ground level can a worker under age 18 perform work?
- 10 feet above ground or the floor, p. 2

**20** You are 16 or 17 years old. How long of a meal break should you get if you work a 5-hour shift?

- 30 minutes, p. 2

**21** Name a task a worker can not do if they are younger than age 16?

- cooking or baking, loading or unloading trucks, house-to-house sales, p. 3

**22** Name a job a worker can not do until they are age 18?

- operating or cleaning meat slicers, flagging, working with power-driven machines, p. 3

Answers to the following questions may **not** found in the student hand-out/brochure. Use these questions to test student knowledge on workplace safety regulations and safe work practices.

**23** Who must pay for your medical care if you get hurt on the job?

- Your employer, through Workers' Compensation. Depending on the situation, you may also be entitled to lost wages

**24** What is a responsibility workers have?

- Report hazards to supervisor, know your rights, use safety equipment, follow safety rules.

**25** Name a job hazard that may not affect your health right away, but may have effects later.

- repetitive motion, noise

**26** What does Workers' Compensation pay for?
























- medical treatment, lost wages

**27** Name one way to protect workers from slippery floors?


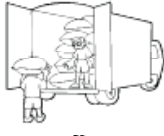
















- use non-slip floor mats, clean up spills immediately



**Labor Law Bingo Card #1**



















|   |  |  |   |  |
|---|--|--|---|--|
| <br>3 hours                                  | Employer,<br>Through<br>Workers'<br>Compensation   | <br>Report<br>Hazards to Your<br>Supervisor | <br>16 years old         | <br>5:00 AM                         |
| <br>Working with<br>Power-Driven<br>Machines | <br>4 hours                         | <br>9 AM                                    | <br>Cooking or<br>Baking | <br>Clean Up Spills<br>Immediately! |
| <br>10:00 PM                                 | <br>6 days                         | <b>FREE</b>  | <br>7:00 AM              | <br>20 hours                        |
| <br>Labor &<br>Industries                  | <br>48 hours                      | <br>18 years old                          | <br>Noise              | <br>Midnight                      |
| <br>40 hours                               | <br>10 feet Above<br>Floor/Ground | <br>30 minutes                            | <br>7:00 PM            | <br>16 hours                      |

**Labor Law Bingo Card #2**

























|   |   |   |  |   |
|---|---|---|--|---|
| <br><b>4 hours</b>                 | <br><b>9 PM</b>                            | <br><b>Loading &amp; Unloading Trucks</b> | <br><b>7:00 PM</b>                    | <br><b>6 days</b>                            |
| <br><b>Use Non-Slip Floor Mats</b> | <br><b>Parent/School Authorization</b>     | <br><b>16 hours</b>                       | <br><b>10 Feet above Floor/Ground</b> | <br><b>Flagging Traffic</b>                  |
| <br><b>7:00 AM</b>                 | <br><b>20 hours</b>                       | <b>FREE</b>   | <br><b>30 minutes</b>                | <br><b>18 years old</b>                     |
| <br><b>40 hours</b>              | <br><b>Medical Treatment, lost wages</b> | <br><b>3 hours</b>                      | <br><b>16 years old</b>             | <br><b>Midnight</b>                        |
| <b>Employer, Through Workers' Compensation</b>  | <br><b>5:00 AM</b>                       | <br><b>Repetitive Motion</b>             | <br><b>8 hours</b>                  | <br><b>Know Your Rights as an Employee</b> |























**Labor Law Bingo Card #3**

|  |  |  |   |   |
|--|--|--|---|---|
| <br><b>18 years old</b>                               | <br><b>20 hours</b>                                   | <b>Employer,<br/>Through<br/>Workers'<br/>Compensation</b>   | <br><b>48 hours</b>      | <br><b>Midnight</b>                    |
| <br><b>5:00 AM</b>                                    | <br><b>6 days</b>                                     | <br><b>4 hours</b>                            | <br><b>9:00 PM</b>       | <br><b>Cooking or<br/>Baking</b>       |
| <br><b>8 hours</b>                                   | <br><b>Working with<br/>Power-Driven<br/>Machines</b> | <b>FREE</b>  | <br><b>16 years old</b> | <br><b>Labor &amp;<br/>Industries</b> |
| <br><b>7:00 PM</b>                                  | <br><b>Use Safety<br/>Equipment</b>                 | <br><b>3 hours</b>                          | <br><b>7:00 AM</b>     | <br><b>30 minutes</b>                |
| <br><b>Parent/School<br/>Authorization<br/>Form</b> | <br><b>10:00 PM</b>                                 | <br><b>Clean Up Spills<br/>Immediately!</b> | <br><b>40 hours</b>    | <br><b>Repetitive<br/>Motion</b>     |













**Labor Law Bingo Card #4**

|   |  |  |  |  |
|---|--|--|--|--|
| <br><b>16 years old</b>                  | <br><b>Operating or Cleaning Meat Slicers</b> | <br><b>8 hours</b>              | <br><b>Labor &amp; Industries</b>     | <br><b>Midnight</b>     |
| <br><b>7:00 PM</b>                       | <br><b>20 hours</b>                           | <br><b>Use Safety Equipment</b> | <br><b>10 Feet Above Floor/Ground</b> | <br><b>16 hours</b>     |
| <br><b>Medical Treatment, Lost Wages</b> | <br><b>Parent/School Authorization Form</b>   | <p><b>FREE</b></p>   | <br><b>7:00 AM</b>                    | <br><b>3 hours</b>     |
| <br><b>Use Non-Slip Floor Mats</b>     | <br><b>40 hours</b>                         | <br><b>9:00 PM</b>            | <br><b>4 hours</b>                  | <br><b>10:00 PM</b>   |
| <br><b>5:00 AM</b>                     | <br><b>48 hours</b>                         | <br><b>Noise</b>             | <br><b>18 years old</b>             | <br><b>30 minutes</b> |
























**Labor Law Bingo Card #5**

|  |  |  |   |   |
|--|--|--|---|---|
| <br><b>18 years old</b> | <br><b>7 AM</b>                         | <br><b>40 hours</b>   | <br><b>Traffic Flagging</b>                | <br><b>20 hours</b>      |
| <br><b>9:00 PM</b>      | <br><b>Clean Up Spills Immediately!</b> | <br><b>4 hours</b>    | <br><b>10 Feet Above Floor/Ground</b>      | <br><b>7:00 PM</b>       |
| <br><b>16 hours</b>    | <br><b>Cooking or Baking</b>            | <b>FREE</b>  | <br><b>48 hours</b>                       | <br><b>16 years old</b> |
| <b>Employer, Through Workers' Compensation</b>   | <br><b>3 hours</b>                    | <br><b>6 days</b>   | <br><b>Medical Treatment, Lost Wages</b> | <br><b>10:00 PM</b>    |
| <br><b>30 minutes</b> | <br><b>Repetitive Motion</b>          | <br><b>Midnight</b> | <br><b>Labor &amp; Industries</b>        | <br><b>8 hours</b>     |























**Labor Law Bingo Card #6**

|  |  |  |   |   |
|--|--|--|---|---|
| <br><b>16 hours</b>                     | <br><b>Noise</b>                              | <br><b>7 PM</b>       | <br><b>16 years old</b>                                  | <br><b>4 hours</b>                               |
| <br><b>7:00 AM</b>                      | <b>Employer,<br/>Through<br/>Workers'<br/>Compensation</b>   | <br><b>3 hours</b>    | <br><b>10:00 PM</b>                                      | <br><b>Loading or<br/>Unloading Trucks</b>       |
| <br><b>Follow Safety<br/>Rules</b>      | <br><b>20 hours</b>                          | <b>FREE</b>  | <br><b>6 days</b>                                       | <br><b>Medical<br/>Treatment,<br/>Lost Wages</b> |
| <br><b>Labor &amp;<br/>Industries</b> | <br><b>18 years old</b>                     | <br><b>Midnight</b> | <br><b>Working with<br/>Power-Driven<br/>Machinery</b> | <br><b>30 minutes</b>                          |
| <br><b>9:00 PM</b>                    | <br><b>Clean Up Spills<br/>Immediately!</b> | <br><b>8 hours</b>  | <br><b>5:00 AM</b>                                     | <br><b>10 Feet Above<br/>Floor/Ground</b>      |
























**Labor Law Bingo Card #7**

|  |   |   |  |  |
|--|---|---|--|--|
| <br><b>Report Hazards to Your Supervisor</b>  | <br><b>Midnight</b>                  | <br><b>Medical Treatment, Lost Wages</b>       | <br><b>30 minutes</b>             | <br><b>18 years old</b> |
| <br><b>20 hours</b>                           | <br><b>Noise</b>                     | <br><b>Operating or Cleaning a Meat Slicer</b> | <br><b>Labor &amp; Industries</b> | <br><b>5:00 AM</b>      |
| <br><b>16 years old</b>                       | <br><b>3 hours</b>                  | <b>FREE</b>   | <br><b>8 hours</b>               | <br><b>6 days</b>      |
| <br><b>7:00 PM</b>                          | <br><b>Use Non-Slip Floor Mats</b> | <br><b>40 hours</b>                          | <br><b>9:00 PM</b>              | <br><b>4 hours</b>    |
| <br><b>Parent/School Authorization Form</b> | <br><b>10:00 PM</b>                | <br><b>Loading or Unloading Trucks</b>       | <br><b>48 hours</b>             | <b>Employer, Through Workers' Compensation</b>   |

























**Labor Law Bingo Card #8**

|   |  |   |   |  |
|---|--|---|---|--|
| <br><b>20 hours</b>  | <br><b>Cooking or Baking</b>                  | <br><b>7:00 AM</b>                 | <br><b>Clean Up Spills Immediately!</b>  | <br><b>16 hours</b>                           |
| <b>Employer, Through Workers' Compensation</b>  | <br><b>16 years old</b>                       | <br><b>Labor &amp; Industries</b> | <br><b>4 hours</b>                       | <br><b>5:00 AM</b>                            |
| <br><b>Noise</b>     | <br><b>30 minutes</b>                         | <b>FREE</b>   | <br><b>Medical Treatment, Lost Wages</b> | <br><b>Operating or Cleaning Meat Slicers</b> |
| <br><b>7:00 PM</b> | <br><b>Parent/School Authorization Form</b> | <br><b>40 hours</b>              | <br><b>18 years old</b>                | <br><b>Midnight</b>                         |
| <b>Know Your Rights as an Employee</b>  | <br><b>6 days</b>                           | <br><b>10:00 PM</b>              | <br><b>3 hours</b>                     | <br><b>10 feet Above Floor/Ground</b>       |

**Labor Law Bingo Card #9**

|  |   |  |  |  |
|--|---|--|--|--|
| <br><b>Parent/School Authorization Form</b> | <br><b>3 hours</b>                             | <br><b>Labor &amp; Industries</b>       | <br><b>Traffic Flagging</b>       | <b>Employer, Through Workers' Compensation</b>   |
| <br><b>48 hours</b>                         | <br><b>Operating or Cleaning a Meat Slicer</b> | <br><b>7:00 PM</b>                      | <br><b>16 years old</b>           | <br><b>40 hours</b>       |
| <br><b>16 hours</b>                         | <br><b>Clean Up Spills Immediately!</b>        | <b>FREE</b>  | <br><b>Midnight</b>               | <br><b>20 hours</b>       |
| <br><b>Repetitive Motion</b>              | <br><b>7:00 AM</b>                           | <br><b>10 Feet Above Floor/Ground</b> | <br><b>4 hours</b>              | <br><b>18 years old</b> |
| <br><b>6 days</b>                         | <br><b>30 minutes</b>                        | <br><b>8 hours</b>                    | <br><b>Use Safety Equipment</b> | <br><b>10:00 PM</b>     |

**Labor Law Bingo Card #10**

|  |  |  |  |   |
|--|--|--|--|---|
| <br><b>10:00 PM</b>                           | <br><b>10 Feet Above Floor/Ground</b> | <br><b>8 hours</b>    | <br><b>Cooking or Baking</b>                  | <br><b>Midnight</b>                        |
| <br><b>30 minutes</b>                         | <br><b>Labor &amp; Industries</b>     | <br><b>5:00 AM</b>    | <br><b>6 days</b>                             | <br><b>16 years old</b>                    |
| <br><b>Follow Safety Rules</b>                | <br><b>7:00 PM</b>                    | <b>FREE</b>  | <br><b>Working With Power-Driven Machines</b> | <br><b>Use Non-Slip Floor Mats</b>         |
| <br><b>3 hours</b>                          | <br><b>Repetitive Motion</b>        | <br><b>40 hours</b> | <br><b>18 years old</b>                     | <br><b>4 hours</b>                       |
| <br><b>Parent/School Authorization Form</b> | <br><b>20 hours</b>                 | <br><b>7:00 AM</b>  | <br><b>16 hours</b>                         | <br><b>Medical Treatment, Lost Wages</b> |



Name \_\_\_\_\_ Date \_\_\_\_\_ Period \_\_\_\_\_

1 What year was the first child labor law passed? \_\_\_\_\_

2 What is the purpose of child labor laws?

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3 Child labor laws apply to all workers under the age of \_\_\_\_\_ ?

4 How late can a 16- or 17-year old minor work on a school night? \_\_\_\_\_

5 The amount of time that the law allows teens to work during the week depends on whether or not school is in session.

True

False

6 Name two tasks, which might be found in food service, that no worker under age 18 is allowed to do in Washington State.

Task: \_\_\_\_\_

Task: \_\_\_\_\_

7 How old must you be to clean a meat slicer? \_\_\_\_\_

8 In Washington State, what agency is responsible for enforcing the health and safety regulations and the child labor laws?

---



**Instructor Note:** This answer key provides possible examples of correct answers. The answers are not exhaustive and may include additional correct answers.

- 1 What year was the first child labor law passed?
  - 1938
- 2 What is the purpose of child labor laws?
  - To help protect young workers from becoming injured on the job and to provide them with workplace rights.
- 3 Child labor laws apply to all workers under the age of \_\_\_\_\_ ?
  - 18
- 4 How late can a 16- or 17-year old minor work on a school night?
  - 10:00 PM
- 5 The amount of time that the law allows teens to work during the week depends on whether or not school is in session.
  - True
- 6 Name two tasks, which might be found in food service, that no worker under age 18 is allowed to do in Washington State.
  - Work with a meat slicer
  - Work with a power bakery mixer
  - Work with powered machinery/tools
  - Driving to make food deliveries
  - Working alone after 8:00 PM
- 7 How old must you be to clean a meat slicer?
  - 18
- 8 In Washington State, what agency is responsible for enforcing the health and safety regulations and the child labor laws?
  - Department of Labor & Industries
  - L&I