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Michigan Department of Labor & Economic Growth

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**Receive MIOSHA CET Training and Division Announcements Via Email!**



MIOSHA Consultation Education and Training (CET) Division has established an electronic mailing list (LISTSERV) to inform subscribers of upcoming MIOSHA training programs and announcements.

If you would like to be added to this list, please visit:

[www.michigan.gov/mioshatraining](http://www.michigan.gov/mioshatraining)

If you need further assistance, please contact:

MIOSHA Consultation Education and Training Division  
(517) 322-1809

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## Extreme Safety Training Overview

- Identify where teens work
- Review teen worker injury statistics
- Discuss teen worker rights & responsibilities
- Identify common workplace activities
- Identify common hazards to teen workers in industries employing teen workers
- Teen workers fatal facts
- Identify agencies and authorities that can provide assistance



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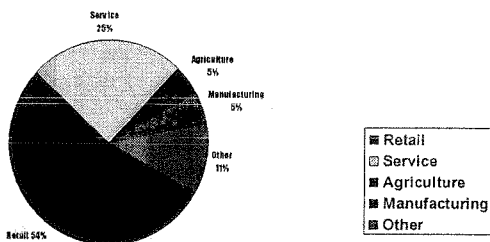
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## Where Teens Work



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## Teens Do Get Hurt And Sick On The Job

- 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

**70 TEENS ARE KILLED ON THE JOB EACH YEAR**



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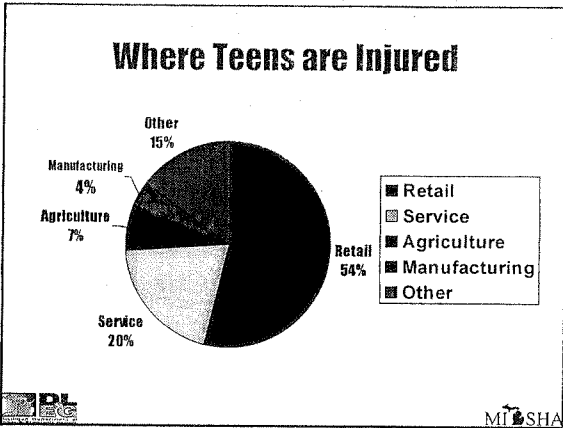
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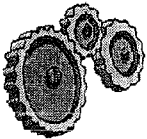
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- ### Why Teens are Injured More than Adults?
- High turnover jobs
    - Speed-up
    - Stressful conditions
  - Inexperience
  - Poor safety training/Lack of supervision
  - Want to be responsible and appear competent
    - Unsafe equipment
    - Unlikely to question unsafe conditions
    - Super Teen
- 
- DL IFC MI OSHA

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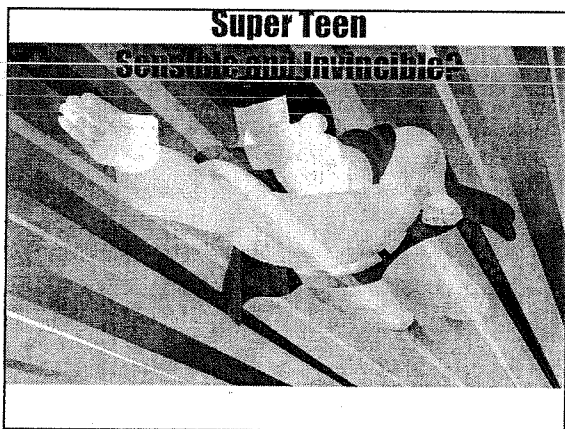
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## Retail Industry

- Travis was a retail clerk at a building supply store. He and two managers were changing a light bulb. The assistant manager and Travis leaned an extension ladder against a wooden truss. The manager climbed the ladder and tried to change the bulb, but it was too tight. The two managers left the area. Travis repositioned the ladder and removed the bulb. But he lost his balance and fell head first, 18 feet to the floor. Travis died from skull fractures and brain injury. How old was Travis? 17 Years old!
- Slips, trips, and falls, are top causes of serious injury and death of teen workers in the Retail Industry.




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## Retail Industry Activities and Hazards

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Activities</li> <li>• Work at cash register</li> <li>• Stock shelves</li> <li>• Setup merchandise displays</li> <li>• Greet Customers</li> <li>• Clean floors</li> <li>• Provide customer service</li> <li>• Prepare merchandise</li> <li>• Sell merchandise</li> </ul> | <ul style="list-style-type: none"> <li>• Primary Hazards</li> <li>• Cleaning Chemicals</li> <li>• Prolonged Standing</li> <li>• Cashiering</li> <li>• Lifting and carrying heavy objects</li> <li>• Workplace Violence</li> </ul> |
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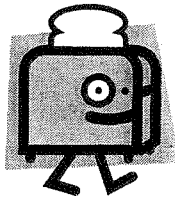
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## Service Industry

- Sid had 15 months of experience at a fast food restaurant. Sid was electrocuted when he plugged a portable electric toaster into an outlet on the floor. The floor was damp-mopped five minutes earlier. How old was Sid? 18 years old!
- Slips, trips, falls, and burns are the top causes of serious injury and death of teen workers in the Restaurant/Fast Food Industry.




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## Service Industry Activities and Hazards

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• <b>Activities</b></li> <li>• Serve food             <ul style="list-style-type: none"> <li>– Bus tables and clean up</li> <li>– Drive-thru service</li> </ul> </li> <li>• Food Preparation/Cooking</li> <li>• Work at cash register</li> <li>• <b>Activities That May Be Restricted</b></li> <li>• Power-driven meat slicers and grinders (Under 18)</li> <li>• Power-driven bakery equipment, including mixers (Under 18)</li> <li>• Contact with hazardous substances, chemicals, explosives or radioactive substances (Under 18)</li> <li>• Driving and work as an outside helper (pizza delivery, etc.) (Under 18)</li> <li>• Selling, serving, or furnishing alcoholic beverages (Under 18)</li> <li>• Baking or cooking, except at servicing center (Under 14-15)</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Primary Hazards</b></li> <li>• Cleaning Chemicals</li> <li>• Prolonged Standing</li> <li>• Carbon Monoxide from Car Exhaust in Drive-Thru</li> <li>• Exposure to Temperature Extremes</li> <li>• Slippery Floors</li> <li>• Sharp Objects-Knives, Graters, Shredders, or Slicers</li> <li>• Deep Fat Fryers, Hot Liquids or Heated Surfaces</li> <li>• Electrical Shock from Damaged Electrical Cords or Faulty Appliances</li> <li>• Workplace Violence</li> <li>• Noisy Environments</li> </ul> |
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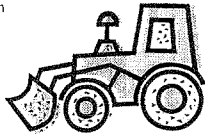
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## Landscape & Horticultural Services

- Reese was a landscape laborer. Reese was assisting with the removal of a silt fence around a drainage pond. A skid steer loader was being used to remove the fence. The skid steer loader began to tip forward when the operator was removing the stakes. To stabilize the skid steer, the operator lowered the bucket. Reese, at the same time, slipped or tripped and fell beneath the bucket and was struck in the chest. Reese died in surgery from chest injuries. How old was Reese? 16 years old!
- Heavy equipment/motorized equipment operation is a primary hazard contributing to serious injury and death of teen workers in the Landscape and Horticultural Services Industry. An estimated 100,000 teen workers nationwide seek emergency medical treatment for a work-related injury and, at least 70 teen workers are killed on the job every year.




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## Landscape & Horticultural Services Activities and Hazards

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• <b>Activities</b></li> <li>• Planting trees and shrubs</li> <li>• Lawn work</li> <li>• Work area housekeeping</li> <li>• Mowing</li> <li>• Blowing</li> <li>• General clean-up</li> <li>• Pruning</li> <li>• Fertilizing</li> <li>• Work crew transport</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Primary Hazards</b></li> <li>• Cuts and amputations</li> <li>• Heat stress</li> <li>• Lifting &amp; awkward postures</li> <li>• Eye injury</li> <li>• Noise</li> <li>• Pesticides</li> <li>• Chemicals</li> <li>• Slips and trips</li> <li>• Falls</li> <li>• Insects, animals, snakes</li> <li>• Motor vehicles</li> </ul> |
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## Do Your Part Educators/Job Readiness Counselors

- Job Readiness Counselors
  - Consider safety when signing work permits and preparing young people for work
  - Provide training and promote job safety
  - Find out if the employer has an inspection history
  - Encourage young workers to ask questions. Make sure young workers feel free to speak up.




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### Is It Ok To Do Any Kind Of Work???

**Michigan Workers Under 18 May Not:**

<ul style="list-style-type: none"> <li>• Drive a motor vehicle as part of a job (pizza delivery, etc.)</li> <li>• Drive a forklift</li> <li>• Use power-driven equipment (saws or machinery) (box crusher, circular saw, meat slicer, woodworking machinery, bakery machines, paper production machines, metal-forming, stamping and shearing machines)</li> <li>• Work in construction, wrecking, demolition, excavation, bridge roofing.</li> <li>• Come in contact with hazardous substances (chemicals, explosives, radioactive substances)</li> <li>• Work in logging or sawmill.</li> <li>• Perform brazing, welding, soldering or heat treating (those less than 18 years of age)</li> </ul>	<p style="font-size: 48px; font-weight: bold; text-align: center;">N</p>
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## Do Your Part Employer

- Employer
  - Give young workers clear instructions for each task and give them an opportunity to ask questions
  - Prepare young workers for emergencies-accidents, violent situations, fires, etc.
  - Observe young workers and correct any mistakes
  - Provide personal protective equipment and train young workers on how and when to use it
  - Provide training and promote job safety
  - Encourage supervisors to set a good example and make sure young workers feel free to speak up.




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## MIOSHA and Volunteer Work?

- Before the MIOSHA Act can be applied, an employer-employee relationship must be established. The main factor to consider is whether the work is "controlled" by a directing entity.
  - Does the employer control the work? (i.e., can the individual performing the work schedule at their convenience or is the person told when and how to perform the work, is there a designated position that provides direction/supervision, is the equipment and material needed for the work provided for volunteers?) If the work is not controlled, there is no employer-employee relationship and the volunteer work is not covered by MIOSHA jurisdiction.
- When it is determined the work is controlled
  - Does the volunteer receive any type of compensation, or is a product or revenue generated as a result of the volunteer work?
- When there is compensation, a product produced, or revenue generated
  - Is it De Minimis compensation (i.e., lunch, t-shirt, local fundraiser, etc.)? There is no employer/employee relationship and the volunteer work is not covered.
- When there is compensation, a product produced, or revenue generated is more than De Minimis
  - Employer/employee relationship exists. MIOSHA has jurisdiction.



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## Do Your Part Employee

- Teen Worker
  - Follow safety rules and instructions
  - Use safety equipment and protective clothing when needed
  - Leave safety guards in place
  - Keep work areas neat and clean at all times
  - Know what to do in an emergency
  - Look out for co-workers
  - Report safety and health hazards to your supervisor



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## Recognizing Hazards

- |   |   |
|---|---|
| • Safety Hazards cause immediate accidents and injuries | • Chemical Hazards are gases, vapors, liquids, or dusts that can harm your body |
| - Hot surfaces  | - Cleaning products   |
| - Slippery floors                                       | - Solvents  |
| - Sharp knives  | - Pesticides  |
| - Hot grease  | - Acids   |
| - Violence  | - Ozone (from copiers)  |
| - Falling objects                                       | - Asbestos  |
| - Motor vehicles  |   |



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## Recognizing Hazards

- Biological Hazards are living things that can cause diseases
  - Viruses
  - Bacteria
  - Molds
  - Animals
  - Insects
  - Used needles
  - Poison ivy
- Other Health Hazards are less obvious harmful things that can injure you or make you sick
  - Noise
  - Heat and cold
  - Heavy lifting
  - Awkward posture
  - Fast pace of work
  - Harrassment



MI OSHA

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## Teen Workers Have 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



MI OSHA

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## Hazard Recognition Exercise



MI OSHA

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## Does MIOSHA Rules Apply?

Flint Journal, The (MI) -- August 5, 2006

- Mark Locke, 17, of Burton stands on top of a fence surrounding the football field and track at Bentley High School to trim a tree hanging over the fence. Locke and other junior varsity and varsity football players on Friday cleaned the field and painted bleachers in preparation for the upcoming football season.



[www.painetworks.com](http://www.painetworks.com)



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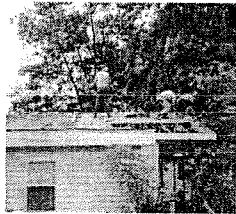
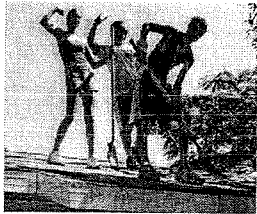
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## Does MIOSHA Rules Apply?



- [www.salkehatchiehuntersville.com/Salkehatchie\\_2004\\_Friends\\_and\\_Supporters](http://www.salkehatchiehuntersville.com/Salkehatchie_2004_Friends_and_Supporters)



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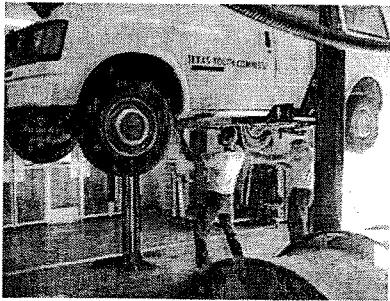
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## Does MIOSHA Rules Apply?

- [www.lyc.state.tx.us](http://www.lyc.state.tx.us)



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## MIOSHA Consultation Education & Training Division

- Onsite Consultation Program
- Education and Training Program
- Seminars and Workshops
- Hazard Surveys
- CET Publications Library
- Free Video Loan Library
- Self-Help Program



MIOSHA

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## MIOSHA Consultation Education & Training Division

### How to Request CET Services?

To ask questions, request services or information:

Call the Lansing office at 517.322.1809 or  
800.866.4674

Submit your request electronically by going to [www.michigan.gov/cet](http://www.michigan.gov/cet) and clicking on Request for Consultative Assistance, or order materials on the MIOSHA web page, by going to [www.michigan.gov/mioshapublications](http://www.michigan.gov/mioshapublications).



MIOSHA

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## Youth Worker Safety Resources

- <http://www.osha.gov/SLTC/teenworkers/index.html>
- [http://www.youthrules.dol.gov/selfassess\\_restaurant.htm](http://www.youthrules.dol.gov/selfassess_restaurant.htm)
- Council for Occupations Safety and Health (COSH)
  - <http://www.coshnetwork.org/occupations.htm>
- National Institute for Occupational Safety and Health (NIOSH)
  - <http://www.nrc.gov/miosh/topics/youth/>
- Labor Occupational Health Program, U.C. Berkeley (LOSH)
  - <http://laboratorienet.edu/career/>
- UCLA Labor Occupational Health Program (UCLA-LOSH)
  - <http://www.losh.ucla.edu/losh/index.html>
- U.S. Department of Labor
  - <http://www.dhs.gov/compliance/topics/safety/health/youth.htm>
- MDLEO, Office of Career Development
  - <http://www.mdleocareer.org/>
- Michigan Occupational Safety & Health Administration (MIOSHA)
  - <http://www.michigan.gov/miosha>
- Michigan Wage & Hour Division
  - <http://www.michigan.gov/wagehour/>
- Minnesota Department Of Health
  - <http://www.health.state.mn.us/divs/epid/otds/occuphealth/youth.html>
- Lansing School District CRAFT (Career Readiness and Fitness Training) Program
  - <http://www.lansingcraft.org/>
- Canadian Centre for Occupational Health & Safety (CCOHS)
  - <http://www.ccohs.ca>

[http://www.osha.gov/SLTC/teenworkers/employer\\_youth\\_checklist.html](http://www.osha.gov/SLTC/teenworkers/employer_youth_checklist.html)



[http://www.youthrules.dol.gov/selfassess\\_restaurant.htm](http://www.youthrules.dol.gov/selfassess_restaurant.htm)

MIOSHA

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## Don't Want to be a Teen Worker Statistic?

- Be Prepared
  - Know your teen worker rights and responsibilities
  - Recognize workplace safety and health hazards
  - Ask questions when you are not sure how to perform a task safely
  - Know what to do in an emergency
- Stay in Control of your workplace safety
  - Follow safety rules and instructions
  - Report safety and health hazards to your supervisor
  - Leave safe guards in place
  - Keep your work area neat and clean
  - Look out for co-workers



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Thank You for Attending this Presentation

For further information or to request consultation, education and training services, call (817) 322-1809 or visit our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha)

Michigan Occupational Safety & Health Administration  
Consultation, Education & Training Division  
7150 Harris Drive, P.O. Box 3643  
Lansing, Michigan 48909-8143



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