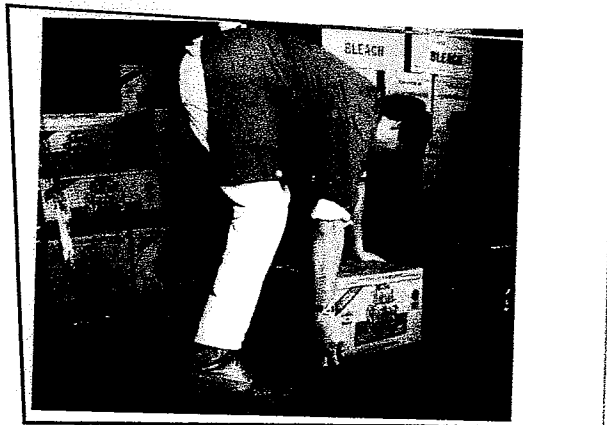


# Do You **WORK?**

Protect Your Health  
Know Your Rights



A Guide for *Working* Teens

2007

# Are You Working or Looking for a Job?

If you are like most young people the answer is probably "Yes." Work is a big part of life for many teenagers and while having a job can bring a lot of benefits there are also potential risks.

Every year, over 200,000 teenagers in the U.S. are injured on the job, and tragically, nearly 70 die from work-related injuries.

So how can you protect yourself?  
You can begin by...

- ◇ Knowing the Child Labor Laws
- ◇ Understanding Your Rights and Responsibilities
- ◇ Recognizing Workplace Hazards
- ◇ Getting Help When you Need It

In this guide, you will find useful  
information on all of these topics.

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# The Child

The child labor laws are in place to protect you from working in dangerous jobs and to keep you from working too long, too late or too early.

On the next few pages you will find the prohibited jobs and hours restrictions (listed by age) as well as information on how to get your work permit.

## Prohibited Jobs for 16 & 17 Year Olds

- Driving a vehicle or forklift (except golf carts in certain circumstances)
- Operating, cleaning or repairing power-driven meat slicers, grinders or choppers
- Operating, cleaning or repairing power-driven bakery machines
- Working 30 feet or more above ground or water
- Handling, serving, or selling alcoholic beverages
- Using circular or band saws, or guillotine shears
- Using power-driven woodworking machines
- Using hoisting machines
- Operating paper balers, paper box compactors, or other power-driven paper products machines
- Using power-driven metal-forming, punching, or shearing machines

\*This is a compilation of the state and federal laws. The most protective laws are presented here and apply to all employers of teens in Massachusetts including those who employ their teenaged relatives. There are additional regulations and some exceptions for employers in agricultural industries and student learners participating in cooperative education programs.

# Labor Laws\*

- Using buffing or polishing equipment
- Manufacturing brick, tile, or kindred products
- Manufacturing or storing explosives
- Working in excavation, wrecking, demolition, or shipbreaking
- Working in logging, sawmilling, or mining
- Working slaughtering, packing, or processing meat
- Working in railway operations
- Working in roofing or on or about a roof
- Working in foundries or around blast furnaces
- Manufacturing phosphorus or phosphorus matches
- Working where they are exposed to radioactive substances
- Working as a firefighter or engineer on a boat
- Oiling or cleaning hazardous machinery in motion
- Work in any job requiring the possession or use of a firearm



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# The Child

## Prohibited Jobs

- Operating power-driven machinery (except office machines or machines in retail or food service not otherwise prohibited)
- Cooking (except on electric or gas grills that do not have open flames)
- Operating fryolators, rotisseries, NEICO broilers, or pressure cookers
- Operating, cleaning or repairing power-driven food slicers, grinders or choppers
- Performing any baking activities
- Operating microwave ovens (except to heat food in microwave ovens with a maximum capacity of 140 degrees Fahrenheit)
- Cleaning kitchen surfaces that are hotter than 100 degrees Fahrenheit
- Filtering, transporting, or disposing of cooking oil or grease hotter than 100 degrees Fahrenheit
- Working in freezers or meat coolers
- Working in a manufacturing facility (e.g., a factory)
- Working on ladders or scaffolds
- Working in garages, except dispensing gas and oil
- Working in brick or lumber yards
- Working in amusement places (e.g., pool or billiard room, or bowling alley)
- Working in barber shops

