

# Working Teens

## A Guide for Parents

Work can be a positive experience for teens, bringing financial independence, a greater sense of responsibility and achievement, and a glimpse of future career opportunities. **However, working has risks as well.** Your teen may have a job now, or be thinking about getting a job. Your teen may be working as a volunteer or may be involved in a non-paid work experience offered through school. In all of these cases, parents should be aware of the risks involved.

### How safe are NH teens at work?

In 1996 alone, over 1900 NH required hospital treatment after being injured on the job.

At least 5 teens (ages 14-19) were killed on the job in New Hampshire over the past 10 years.

Teens have a higher injury rate than adults- alarming, given that child labor laws prohibit them from working in the most hazardous occupations.

Teens often work in occupations that seem safe, but that may contain hidden hazard, such as cuts, burns, falls, assault risk, and harassment,

### What types of work are hazardous for adolescents?

- Driving or working around motor vehicles.
- Working alone or in small numbers where there is opportunity for robbery or assault.
- Working around cooking appliances.
- Using cutting tools.
- Using chemicals, cleaning solutions or other hazardous materials.
- Continuous manual lifting and lifting of heavy objects or patients.

**Many other jobs are illegal for those under age 18. For more information, contact the NH Department of Labor.**

### Workplace Safety Test

	Yes	No
Is your teen always tired and complaining? of not getting enough rest?	<input type="checkbox"/>	<input type="checkbox"/>
Has your teen lost interest in school? academics, and other activities?	<input type="checkbox"/>	<input type="checkbox"/>
Have you seen a drop in your teen's grades or performance?	<input type="checkbox"/>	<input type="checkbox"/>
Does your teen no longer have time for family and friends?	<input type="checkbox"/>	<input type="checkbox"/>
Has your teen or others at his or her workplace been injured on the job?	<input type="checkbox"/>	<input type="checkbox"/>
Does your teen work without adult supervision at work?	<input type="checkbox"/>	<input type="checkbox"/>
Has your teen been asked to drive as a regular part of their work?	<input type="checkbox"/>	<input type="checkbox"/>
Does your teen work alone-especially at night?	<input type="checkbox"/>	<input type="checkbox"/>
Has your teen talked about being harassed or treated unfairly at work?	<input type="checkbox"/>	<input type="checkbox"/>
Has your teen's employer been recently cited for child labor violations?	<input type="checkbox"/>	<input type="checkbox"/>
Does your teen work for a business that pays "under the table" wages?	<input type="checkbox"/>	<input type="checkbox"/>
Does your teen work with chemicals or potentially hazardous equipment?	<input type="checkbox"/>	<input type="checkbox"/>
<b>Did you answer "yes" to any of these questions? Your teen could be working in an unsafe situation!</b>		

# Work Hours for Teens Ages 14 and 15\*

## Work Hours

- Not Before 7 am or after 7 pm between Labor Day and June 1
- Not during school hours
- 7 am - 9 pm between June 1 and Labor Day

## Maximum Hours When School is in Session

- 18 hours a week
- Not over 3 hours a day on school days
- Not over 8 hours a day on Saturday, Sunday, and holidays

## Maximum Hours When School is *Not* in Session

- 40 hours a week
- 8 hours a day

## 16-17 Year olds may not work

- More than 6 consecutive days, nor more than 30 hours per week during the school calendar week (Sun-Sat)
- More than 6 consecutive days nor more than 48 hours per week during school vacation weeks or summer vacation (June 1 through Labor Day)
- More than 10 hours per day in manufacturing, nor more than 10  $\frac{1}{4}$  hours per day in manual or mechanical labor, nor more than 8 hours per night, if working at night.

## Trust Your Judgment!

For most students, the "legal" number of hours is too much. Research shows that working over 20 hours per week can hurt a student's school performance and social development.

Striking a balance between school, social activities and work will help ensure your child a positive, safe, and healthful work experience.

## How can you keep your teen safe?

- ✓ Talk with your teen about work before he or she gets a job, and often once she or he begins working.
- ✓ Discuss the types of work involved and the training and supervision provided by the employer.
- ✓ Set limits on hours worked, so that your teen can keep up with school and related activities.
- ✓ Inform your teen about his/her rights on the job. Support your teen's right to a safe and healthy workplace. Get help if needed!
- ✓ Remember, you, your teen, and his or her teachers know best what is appropriate employment and hours to work,
- ✓ Talk with teachers and ask them to notify you if they see a decline in your teen's grades, attention or attendance.

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## Who can you call for help?

NH Department of Labor  
Concord, NH  
Tel: (603) 271-3176

US Department of Labor  
Child Labor Laws Division  
Tel: (603) 666-7716

Occupational Safety and Health  
Administration (OSHA)  
NH Regional Office  
Concord, NH  
Tel: (603) 225-1629

NH Department of Education  
School to Work Office  
Concord, NH  
Tel: (603) 271-7977

This fact sheet was prepared by the NH Teen Workplace Safety Coalition. For more information, call (603) 271-4520 or 271-3840.