

**Safety at work  
is everyone's job.**

**It's the law!**



## Parenting young workers



**Parents:** Don't assume that your son or daughter is safe at work!

*Keep in mind that...*

- ...young workers often can't recognize health and safety hazards and hesitate to ask questions
- ...young workers are much more likely to be injured on the job.<sup>1</sup>

**Remind your kids that all workers have the right to...**

- **Know** about health and safety hazards in their workplaces and how to protect themselves.
- **Participate** in resolving workplace health and safety concerns.
- **Refuse** unsafe work.

**All workers must...**

- **Work safely**, using all required equipment correctly.
- **Report hazards** (and violations of workplace health and safety law) right away to their supervisor or employer.
- **Use all required protective devices and wear all required protective gear** (it's illegal to remove protective devices and not to wear required safety gear).

### Call toll-free 24/7

Call **1-877-202-0008** anytime to report unsafe work practices or for general inquiries about health and safety at the workplace.

<sup>1</sup> Although they work 10 per cent of the hours of all workers, workers under age 25 injure themselves at a rate of 16 per cent — Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail, 2008, as referenced by Canadian Centre for Occupational Health and Safety, <http://www.ccohs.ca/youngworkers/resources/truthHurts.html>.

It's OK to say "No!"  
No job is worth  
risking life and limb!

Talk to your young son or daughter about job safety. Make sure he or she knows it's OK to say "No!" to unsafe work—and that you will support that decision.

### Encourage your teen to:

- Learn about his or her rights and obligations under Ontario's Occupational Health and Safety Act (OHSA).
- Ask prospective employers about workplace health and safety information and instruction.



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## Ask your working teen about his or her health and safety at work:

- What do you normally do at work?
- Do you climb or work at heights?
- Do you lift and carry heavy objects?
- Has your employer provided workplace safety orientation training and information?
- Do you know what protective equipment to wear and how to use it?
- Do you work with chemicals? Have you been trained in their proper use?
- Does your supervisor work near you?
- Are you tired at work? (Full-time school, homework, social life and work together can cause fatigue, increasing the risk of injury at work and while driving.)
- Does your supervisor provide on-the-job safety feedback?
- Do you feel you can report safety concerns to your supervisor?
- Do you know how to report workplace injuries?
- Do you know about your rights and obligations under Ontario's Occupational Health and Safety Act?

### Age matters! Minimum age for working in Ontario

The minimum age for working in Ontario is 14 years in most types of industrial workplaces.

#### Regulations specify higher minimum ages for certain types of work and workplaces:

<b>15 yrs</b>	most factories, including restaurant kitchens, automotive service garages, produce and meat preparation areas, laundries, warehouses, and shipping and receiving areas in grocery stores
<b>16 yrs</b>	construction projects, mining plants, surface mines (except workplace), logging operations
<b>18 yrs</b>	underground mine, surface mine workplace, window cleaning.

Workers aged 14, 15, 16 or 17 **may not be employed during school hours** unless they are excused from school attendance in accordance with the Education Act.

### Bottom line

*Parents, you can help protect young workers just starting out. Talk to them about workplace health and safety. Support them in saying "No!" to unsafe work.*

### Workplace inspections

Ministry of Labour inspectors regularly check to see that workers are of legal age and that their working conditions comply with workplace health and safety requirements. For more information visit the Ministry of Labour website at <http://www.labour.gov.on.ca>.

[www.ontario.ca/YoungWorkers](http://www.ontario.ca/YoungWorkers)

**Note:** This document does not constitute legal advice and has no legal effect. To determine your rights and obligations under the Occupational Health and Safety Act (OHSA) and its regulations, please contact your legal counsel or refer to the legislation at [http://www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_90o01\\_e.htm](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm).

While this document may be available to Ministry of Labour inspectors, they will apply and enforce the Act and its regulations based on the facts as they may find them in the workplace. This document does not affect their enforcement discretion in any way.



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