



# Are You A Working Teen?

## Game Show Activity

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### This Activity at a Glance

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This activity has been developed by U.C. Berkeley's Labor Occupational Health Program. In this activity students will learn about some of their legal rights on the job. They will participate in a simplified version of a TV quiz show. This and other teaching activities can be found in "Youth @ Work: Talking Safety," [<http://www.cdc.gov/niosh/talkingsafety/>] a curriculum for high schools and youth employment programs developed by the National Institute for Occupational Safety and Health (NIOSH).

### Objectives

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

- Describe the protections teens have from working too late, too early and too long.
- Identify at least three dangerous types of work teens are protected from doing.
- Identify two health and safety rights that teens have on the job.
- Identify the government agencies that enforce labor and job safety laws.

### Materials Needed

- Each teen should download the "Are You a Working Teen?" app to their device (OR print copies of the factsheets <http://youngworkers.org/our-materials/teens/>)
- Game Board PowerPoint
- Flipchart paper & markers to keep game score
- Small prizes for the winning team

**Total Time** = 30 minutes



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## Detailed Teacher's Instructions

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### A. Introduction (10 minutes)

1. Explain to the class that teens have important legal rights on the job and this lesson will introduce students to some of them. Child labor laws protect teens from working long or late hours, and from doing certain dangerous tasks on the job. Health and safety laws protect all workers, including teens, from job hazards.
2. Ask students to download the ***Are You a Working Teen?*** app onto their phone from the Apple or Google Play Store. [Please note: If your location has Wi-Fi have students access the Wi-Fi so they do not use phone data to download the app. If your location does not have Wi-Fi you may ask students to download the app as a homework assignment.]

#### **Are You a Working Teen? app for Android**

If you want to access the *Are You a Working Teen?* app from your Android device, download the Classroom app from Google Play.

- Touch Google Play Store on your device.
- Find and install the Google Classroom app.

#### **Are You a Working Teen? app for iOS**

If you want to use the *Are You a Working Teen?* app on your iPhone® or iPad®, download the Classroom app from the App Store.

- Touch App Store on your device.
- Find and install the Google Classroom app.

3. Give the class a few minutes to look through the app and review what kind of information they can find on each page. The categories in the game match the app pages. These are the pages you will find on the app:
  - Hazards to Watch Out For
  - My Rights on the Job
    - Health and Safety
    - Wages and Hours
    - If You Are Injured
    - Discrimination and Harassment
  - Protecting Myself on the Job
  - What if I Get Hurt on the Job?
  - Getting Help
  - What Kind of Work Can I Do?
  - Work Hours for Teens

## B. Quiz Time! Game (20 minutes)

1. Divide the group into teams of about 5 participants each. Have each team pick a team name. Write the team names across the top of the flipchart making a column for each team. These will be used for keeping score.
2. Say: I will think of a number 1-10, the team closest to the number without going over will go first. Select a team to go first.
3. Show the Quiz Time! Power Point slide
4. Here are the rules.
  - The first team will pick a category and dollar amount from the game board. The teacher will ask the question for that place on the game board.
  - 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 the question. The scorekeeper will record it in the column on the flipchart for that team.
  - OPTIONAL: If there is more than one possible answer (noted with the word ***"BONUS"*** on the chart), you can offer bonus points (such as \$100) to any team for a remaining answer or two, after the first team has answered.
  - After a question has been answered, cross off the block on the game board poster. If using the Power Point, this will happen automatically.
  - 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. (Don't call on another team for the True or False question.) If all teams miss a question, the teacher will give the correct answer.
  - Once one question is completed, the next team picks a category and dollar amount (even if they just answered a bonus question).
5. Questions and answers for the facilitator are on the next page.
6. Whether a team gets the correct answer or the teacher gives it, take the time to explain the answer. Ask someone to point out where they found the information in the app or fact sheet. Sometimes there are several possible correct answers, or more complete answers. Possible discussion questions and talking points you can use to go over the information are provided after the question and answer chart below.
7. At the end of the game, total up the dollar amounts won by each team. Give a prize (candy, etc.) to the winning team.

## Questions and Answers for the Facilitator

	My Rights on the Job	What Kind of Work Can I Do?	Hours for Teens & Protecting Myself	What If I Get Hurt & Getting Help
<b>\$100</b>	<p><u>True or False?</u> Your employer can not punish you for reporting a safety problem.</p> <p><b>True</b></p>	<p>How old do you have to be to drive a forklift?</p> <p><b>18 years old</b></p>	<p>If you're 14 or 15, how many hours can you work on a school day?</p> <p><b>3 hours</b></p>	<p><u>True or False?</u> You can sue your employer if you're hurt on the job.</p> <p><b>False</b></p>
<b>\$200</b>	<p>What's the minimum wage in California for employers with 26 or more employees?</p> <p><b>\$12 an hour (2019)</b></p>	<p>Name <u>one</u> kind of machinery you can not use if you're under 18.</p> <p><b>Power equipment (meat slicer, saw, bakery machine, box crusher)</b></p>	<p>If you're 14 or 15, how late can you work on a school night?</p> <p><b>7 pm</b></p>	<p><u>True or False?</u> Your boss can punish you for getting hurt on the job.</p> <p><b>False, it is against the law for your boss to punish or fire you for a job-related injury</b></p>
<b>\$300</b>	<p>Name two rights you have if you get hurt on the job.</p> <ul style="list-style-type: none"> <li>• <b>Payment of medical care</b></li> <li>• <b>You may also get lost wages</b></li> </ul>	<p>If you're under 18 and still in school, what do you need to get before you take a job?</p> <p><b>A work permit</b></p>	<p>If you're 14 or 15, how many hours can you work in a school week?</p> <p><b>18 hours</b></p>	<p>What's the name of the state agency that handles health and safety complaints?</p> <p><b>Cal/OSHA</b></p>
<b>\$400</b>	<p>Name <u>two</u> health and safety protections your employer must provide on the job.</p> <ul style="list-style-type: none"> <li>• <b>A safe and healthy workplace</b></li> <li>• <b>Safety training</b></li> <li>• <b>Protective clothing</b></li> </ul>	<p>Name <u>one</u> kind of work you can not do if you're 14 or 15 (but 16 &amp; 17 year olds can do.)</p> <ul style="list-style-type: none"> <li>• <b>Baking</b></li> <li>• <b>Dry cleaning/laundry</b></li> <li>• <b>Using ladder or scaffold</b></li> <li>• <b>Construction</b></li> <li>• <b>Loading and unloading trucks</b></li> <li>• <b>Rail cars</b></li> <li>• <b>Conveyors</b></li> </ul>	<p>If you are 16 or 17, how late can you work on a school night?</p> <p><b>10 pm</b></p>	<p>What agency enforces the laws about work hours and wages in California?</p> <p><b>The Labor Commissioner's Office</b></p>
<b>\$500</b>	<p>Name <u>two</u> rights all workers have on the job.</p> <ul style="list-style-type: none"> <li>• <b>To report safety problems</b></li> <li>• <b>To work without racial or sexual harassment</b></li> <li>• <b>To join a union</b></li> </ul>	<p>Name <u>one</u> kind of construction work you can not do if you are under 18.</p> <ul style="list-style-type: none"> <li>• <b>Wrecking</b></li> <li>• <b>Demolition</b></li> <li>• <b>Excavation</b></li> <li>• <b>Roofing</b></li> </ul>	<p>Name <u>two</u> things you can do to prevent a job injury.</p> <ul style="list-style-type: none"> <li>• <b>Report unsafe conditions</b></li> <li>• <b>Get safety training</b></li> <li>• <b>Follow safety rules</b></li> </ul>	<p>Name <u>two</u> things you should do if you get hurt on the job.</p> <ul style="list-style-type: none"> <li>• <b>Tell your boss</b></li> <li>• <b>Get medical treatment</b></li> <li>• <b>Fill out a claim form</b></li> </ul>

## C. Talking Points and Discussion Questions (Optional)

### My Rights on the Job

**[\$100] Your employer can't punish you for reporting a safety problem.**

True. *But does this ever happen?* Yes. That's why it's important be thoughtful about your approach if you think this might happen, and get help from others—co-workers, parents, other adults.

**[\$200] What's the minimum wage in California?**

\$10.00 an hour in 2016. This will go up to \$10.50 in January 2017, and then there are addition increases to \$11.00 in 2018, \$12.00 in 2019, \$13.00 in 2020, \$14 in 2021 and \$15.00 in 2022.

**[\$300] Name two rights you have if you get hurt on the job.**

Your employer's workers' compensation insurance needs to cover your medical expenses, and you may also be eligible for some of your lost wages if you lose more than 3 days of work. Your employer cannot argue that it was your fault – your medical expenses are covered even if you made a mistake.

**[\$400] Name two health and safety protections your employer must provide on the job.**

- Overall, it is your employer's responsibility to provide a safe place to work.
- In California, employers are required to provide training on all the hazards your job entails. This includes training about potential workplace violence if you work in retail, training about any chemicals you may work with, or about safe lifting—ALL the potential hazards in your job.
- If you need protective gear to do the work safely (such as gloves or safety glasses), in most cases your employer needs to provide it.

**[\$500] Name two rights all workers have on the job.**

[Rights/Discrimination]: You have the right to report problems—to Cal/OSHA, or to the boss—without being fired or discriminated against in some way (such as not getting an adequate work schedule when others are). Every employee also has the right to join or help organize a union, without being fired or punished. If that happens, it can be difficult to get your job back, because it is sometimes hard to prove. You have more protection if you work together with your co-workers when you report problems to your boss or others.

### What Kind of Work Can I Do?

**[\$100] How old do you have to be to drive a forklift?**

18. Why do you think this is? These laws have been established to protect young workers until they have more life and work experience. Who is fined if these laws aren't followed?

The employer.

**[\$200] Name one kind of machinery you can't use if you're under 18.**

See discussion under \$100 above.

**[\$300] If you're under 18 and still in school, what do you need to get before you take a job?**

A work permit. Do you know where you get a work permit at our school?

**[\$400] Name one kind of work you can not do if you're 14 or 15 (but 16 & 17 year olds can do.)**

See list on answer sheet. Make sure students can find this info on the app or fact sheet.

**[\$500] Name one kind of construction work you can no do if you are under 18.**

See list on answer sheet. If students give an answer that is not on the list, but that could be used in construction (such as using a forklift), you can give points for that. But make sure they understand that teens can not work at all in many kinds of construction. Ask What about roofing? What does excavation mean? [Working or digging trenches.] If you are under 18, you can not use any kind of powered equipment on a construction site. If you are under 16, you can not be on a construction site at all. If you are part of a formal apprenticeship program, registered with the state, the rules are different.

### **Hours for Teens & Protecting Myself**

**[\$100] If you're 14 or 15, how many hours can you work on a school day?**

3 hours. Why do you think they've set these limits? Because the most important thing for teens is school. You need to have time for school, and for other activities outside of work and school. Make sure students can find the information on the app or fact sheet.

**[\$200] If you're 14 or 15, how late can you work on a school night?**

See discussion under \$100 above.

**[\$300] If you're 14 or 15, how many hours can you work in a school week.**

See discussion under \$100 above.

**[\$400] If you are 16 or 17, how late can you work on a school night?**

See discussion under \$100 above.

**[\$500] Name two things you can do to prevent a job injury.**

Three most important are 1) to make sure you have training about any hazards you may have to deal with; 2) report any unsafe conditions so they can be taken care of; 3) follow all of the safety rules – even if other people aren't! Any other ideas? From the "Protecting Myself Page: Wear your protective gear; watch out for each other; keep areas clean and neat—free of trip hazards; know what to do in an emergency; and ASK QUESTIONS, if you don't know what to do!

## What if I Get Hurt & Getting Help

**[\$100] You can sue your employer if you're hurt on the job.**

False. Your employer's workers' compensation insurance needs to cover your medical expenses and you may also be eligible for some of your lost wages if you lose more than 3 days of work, but in most cases you cannot sue. But the employer also cannot argue that it was your fault – your medical expenses are covered even if you made a mistake.

**[\$200] Your boss can punish you for getting hurt on the job.**

False. But does this ever happen? Yes, people even get fired. If this happens, you need to file a complaint with the Labor Commissioner's Office.

**[\$300] What's the name of the state agency that handles health and safety complaints?**

Cal/OSHA. The app also lists Federal OSHA, but in California, you should call or email Cal/OSHA.

**[\$400] What agency enforces the laws about work hours and wages in California?**

The Labor Commissioner's Office. This is also the agency that handles all of the laws that are specific to teens – like using dangerous equipment. But if you call the wrong agency, they will help you figure out who to talk to.

**[\$500] Name two things you should do if you get hurt on the job.**

First, you should tell your supervisor and get the medical treatment you need. You will also need to fill out a workers' compensation claim form.