

# Tips for Parents with Working Teens

## Why should parents be concerned?

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- ✓ Working too many hours or too late may be harmful to teens
- ✓ Teens can get hurt in a variety of work places

## What can parents do?

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### Know the laws.

- **California labor law** prohibits teens from working late and/or long hours, and from doing especially dangerous work.
- **Cal/OSHA's workplace safety and health regulations** require that the workplace be safe, and that workers receive health and safety training on the tasks they do.
- **More Information** on child labor and health & safety regulations can be found at [www.youngworkers.org](http://www.youngworkers.org), or by calling (510) 642-5507 and ordering the "*Are you a Working Teen?*" fact sheet.

### Make sure your teen has a work permit.

- In California, even during the summer, workers under 18 years old must have a permit to work for each new job (unless they have already graduated). Students apply for work permits at their school or district office.

### Watch for warning signs.

- **Tiredness:** Is your teen always tired or complaining of not getting enough rest?
- **Lost Interest:** Has your teen lost interest in school, extracurricular activities, or no longer has time for family and friends?
- **Work Injuries:** Has your teen or other employees been injured on the job?
- **Unhappy at work:** Does your teen appear unhappy with work? Often teens find it difficult to talk about sexual harassment or workplace stress.
- **Business citation:** Has your teen's workplace been recently cited for child labor violations?

### Talk to your teen.

- **What tasks do they do?** Talk frequently about your teen's job. Find out what tasks they are asked to do. For example, are they asked to do heavy lifting? Work alone for extended periods?
- **Was your teen trained for the job?** If your teen is asked to perform a new task, he/she should be trained before doing it.
- **What are potential workplace hazards?** Ask your teen's opinion of the workplace. Are there slippery floors, locked or blocked exit doors, crowded workplaces, and machines without safety guards?
- **Is the supervisor present?** Find out if the supervisor shows concern towards the employees and encourages questions. If your teen is overtired or having trouble keeping up with schoolwork, he or she may be working too many hours. Help your teen reduce his or her work hours.

### **Help resolve work problems.**

- If your teen has concerns about hours or safety at work, help him or her think about what change is needed and why, whose help they might need, and how to approach the supervisor.

### **Set limits on work hours.**

- If your teen is overtired or having trouble keeping up with schoolwork, he or she may be working too many hours. Help your teen reduce his or her work hours.

### **Where can parents find more information?**

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The UC Berkeley's Labor Occupational Health Program has fact sheets for teens and employers as well as other resources. To request more information, please contact us via our toll-free message line at (888) 933-TEEN (8336), or call Donna Iverson at (510) 643-8902, or check out our website at [www.youngworkers.org](http://www.youngworkers.org).