

4 KNOW YOUR RIGHTS

PURPOSE

Young workers may not know their rights in the workplace. This activity is meant to empower young workers by providing them with information about their rights as a staff member. The more information young workers have, the more prepared they are to speak up for themselves and others in the event that they find themselves in an unsafe or unfair situation on the job.

ACTIVITY TIME

Approximately 15 minutes

PREPARATION

- ☐ You can print the "Know Your Rights" bingo cards from the website. The bingo cards can be found at:
www.promotingusafetyhealth.com
Click on "Start the Conversation Activities," then find the "Know Your Rights" activity and click on the "Handout" link. Print one bingo card for each attending staff member. There are 30 unique bingo boards, letter size, double sided.
- ☐ Print PUSH Cards.

DIRECTIONS

Supervisor reads out loud

Supervisor reads out loud

SUPERVISOR READS QUESTION

✕ *Do not read out loud*



A NIOSH CENTER OF EXCELLENCE

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BACKGROUND

There are many laws designed to keep you safe at work.

Employers are required BY LAW to provide certain things. Examples include training on protective clothing or the safe use of equipment, breaks during the workday, and providing regular fair wages.

There are other laws to keep young workers safe by:

- ⊖ Restricting the number of hours they can work
- ⊖ Keeping them away from dangerous machinery or tasks
- ⊖ Providing rules about working during the school year

As a staff member you also have responsibilities, such as:

- ⊖ Following all safety rules and instructions
- ⊖ Showing up alert and ready for work
- ⊖ Reporting any health or safety hazards to your supervisor
- ⊖ Asking questions when you don't understand something in the workplace

ACTIVITY

Today we are going to play Young Worker's Bingo.

✖ *Distribute bingo cards.*

I will read the questions and you will mark your boards with an "X" if you have the answer. To win you need to have an "X" in every square. To help you, there is a chart with the answers on the backside of your board.

Once you have your entire board filled, you win!

✖ *Read each question and have staff shout out answers. If no one knows the answer, read the answer out loud and no one puts a mark on their board. Encourage staff to name all the answers when there are more than one.*

LABOR LAW BINGO QUESTIONS AND ANSWER OPTIONS (SOME QUESTIONS HAVE MULTIPLE ANSWERS)

1. WHAT IS THE MINIMUM WAGE IN OREGON?

- ☐ \$9.25 per hour

2. NAME ONE THING YOU CAN DO TO PREVENT A WORKPLACE INJURY.

- ☐ Follow safety rules
- ☐ Get safety training
- ☐ Report unsafe conditions
- ☐ Refuse to do unsafe work

3. THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION, OTHERWISE KNOWN AS OSHA, HELPS ENFORCE THE LAWS. UNDER OSHA LAW, WHO IS RESPONSIBLE FOR PROVIDING A SAFE AND HEALTHY WORKPLACE?

- ☐ The employer

4. IF YOU ARE HURT ON THE JOB YOU CAN GET WORKER'S COMPENSATION. WHAT DOES WORKER'S COMPENSATION PAY FOR?

- ☐ Medical treatment or lost wages due to your inability to work

5. IF YOU ARE 16 OR 17, HOW MANY HOURS CAN YOU WORK ON A SCHOOL DAY?

- ☐ There are no limits

6. WHAT IS AN EXAMPLE OF A HEALTH AND SAFETY PROTECTION YOUR EMPLOYER MUST PROVIDE?

- ☐ Protective equipment and clothing
- ☐ A safe and healthy workplace
- ☐ Safety training

7. NAME ONE TYPE OF MACHINERY YOU AREN'T ALLOWED TO USE IF YOU ARE UNDER 18.

- ☐ Meat slicer
- ☐ Forklift
- ☐ Box crusher

8. DURING THE SCHOOL YEAR, HOW LATE CAN SOMEONE WHO IS UNDER THE AGE OF 16 WORK?

- ☐ 7 p.m.

9. NAME ONE TASK YOU HAVE TO BE 16 OR OLDER TO DO.

- ☐ Load or unload trucks
- ☐ Cook
- ☐ Work in construction
- ☐ Work in manufacturing

10. WHO WOULD YOU CALL IF YOU HAD A QUESTION ABOUT THE HOURS YOU ARE ALLOWED TO WORK OR THE TYPE OF WORK YOU CAN DO?

- ☐ Oregon Wage and Hour Division

11. WHAT TASKS REQUIRE YOU TO BE 18 OR OLDER TO DO?

- ☐ Roofing
- ☐ Drive as a main part of the job
- ☐ Prepare, handle, serve, or sell alcoholic beverages

12. IF YOU ARE 14 OR 15, HOW MANY HOURS CAN YOU WORK ON A SCHOOL DAY?

- ☐ 3 hours

13. WHO WOULD YOU CALL IF YOU HAVE HAD A COMPLAINT ABOUT RACIAL DISCRIMINATION OR SEXUAL HARASSMENT AT WORK?

- ☐ Equal Employment Opportunity Commission

14. IF YOU ARE 14 OR 15, HOW MANY HOURS CAN YOU WORK ON A SATURDAY OR SUNDAY?

- ☐ 8 hours

15. HOW OLD DO YOU HAVE TO BE TO DO BAKING ACTIVITIES?

- ☐ 16 years old

16. NAME ONE COMMON HAZARD IN JANITORIAL WORK.

- Ⓐ Cleaning products
- Ⓑ Discarded needles

17. HOW OLD DO YOU NEED TO BE TO DO WRECKING OR DEMOLITION WORK?

- Ⓐ 18 years old

18. CAN A 15-YEAR-OLD WORK ON A LADDER OR SCAFFOLD?

- Ⓐ No

19. HOW MANY TEENS IN THE U.S. GO TO A HOSPITAL EMERGENCY ROOM EACH YEAR FOR WORK-RELATED INJURIES?

- Ⓐ 84,000 teens

20. WHO DO YOU CALL IF YOU HAVE A COMPLAINT OR CONCERN ABOUT WORKPLACE SAFETY?

- Ⓐ Oregon Occupational Safety and Hazards Administration (OSHA)

PUSH FORWARD

- ✕ *Pass out PUSH cards.*

On your card is a link to the Promoting U through Safety and Health or PUSH Tumblr page (www.promotingusafetyhealth.com). If you follow this page you can learn about other ways to stay safe at home and at work.

The Tumblr page has additional information and activities related to what we talked about today.

4 KNOW YOUR RIGHTS BINGO CARDS

**4 KNOW YOUR RIGHTS
BINGO CARD**

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YOUNG WORKER'S BINGO: EXAMPLE

REFUSE TO DO UNSAFE WORK	MEAT SLICER	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
A SAFE AND HEALTHY WORKPLACE	PU SH FREE SPACE	THE EMPLOYER
ROOFING	18 YEARS OLD	MEDICAL TREATMENT

KNOW YOUR RIGHTS

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OK TO DO ANY KIND OF WORK?

There are laws that protect you from doing dangerous work. No worker under 18 may:

- Operate a forklift or other heavy equipment
- Operate a motor vehicle on public property as part of the job
- Operate dangerous equipment like a box crusher, meat slicer, band saw, or machine
- Buy, sell, or use alcoholic beverages
- Engage in wrecking, excavation, or roofing on a hill or where there is a fall hazard

TEENS 16-17 YEARS OLD MAY:

- Perform cooking activities
- Perform janitorial or commercial cleaning
- Perform construction, or maintenance work
- Operate a truck, railroad car, or scaffold

SHOULD I BE WORKING THIS LATE OR THIS LONG?

The Oregon Wage and Hour Division has created child labor laws to protect teens from working too long, too late, or too early.

- Teens ages 14-15 can work between 7 a.m. and 7 p.m. from Labor Day-June 1, and between 7 a.m. and 9 p.m. from June 1-Labor Day
- Teens ages 16-17 can work during any hours

Maximum working hours when school is in session

- 14-15 year olds can work 18 hours a week, but not over 3 hours on a school day
- 8 hours on Saturday, Sunday, or a holiday
- 16-17 year olds can work up to 44 hours a week

Maximum working hours when school is not in session

- 14 and 15 year olds can work up to 40 hours a week and 8 hours a day
- 16-17 year olds can work up to 44 hours a week

* The minimum wage in Oregon is \$9.25 an hour.