

California Partnership for Young Worker Health & Safety

Initiatives to Keep Our Next Generation Safe

**CIHC Annual Professional Development Seminar
December 4, 2019**

**Presenter: Diane Bush, MPH
Labor Occupational Health Program, UC Berkeley**



Sheri, 23

Jamie, 17



Armando, 16



Heladio, 22

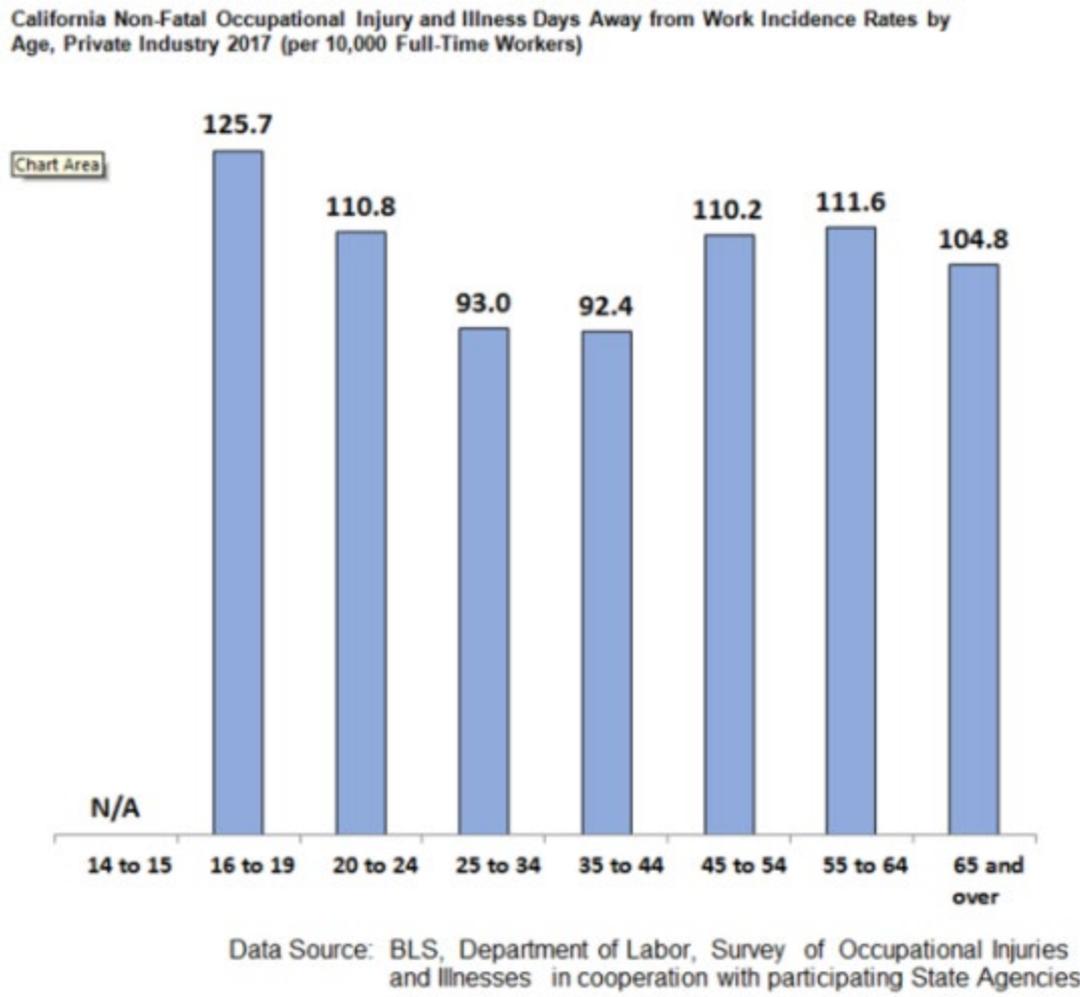
Youth at Work:

- ▶ 19.3 million workers age 16-24
- ▶ 13% of the workforce
 - ▶ 1.4 million are 16-17 years old
 - ▶ 3.0 million are 18-19 years old

Youth are Injured on the Job

- ▶ **795,000** <24-year-olds to the ER for work injuries
 - ▶ **27,000** <18-year-olds to the ER for work injuries
- ▶ **403** <24 year-olds died in 2015
 - ▶ **24** <18-year-olds died in 2015
- ▶ Young workers are injured at 2 times the rate of adult workers (25+).

Young Workers Injured at Higher Rates

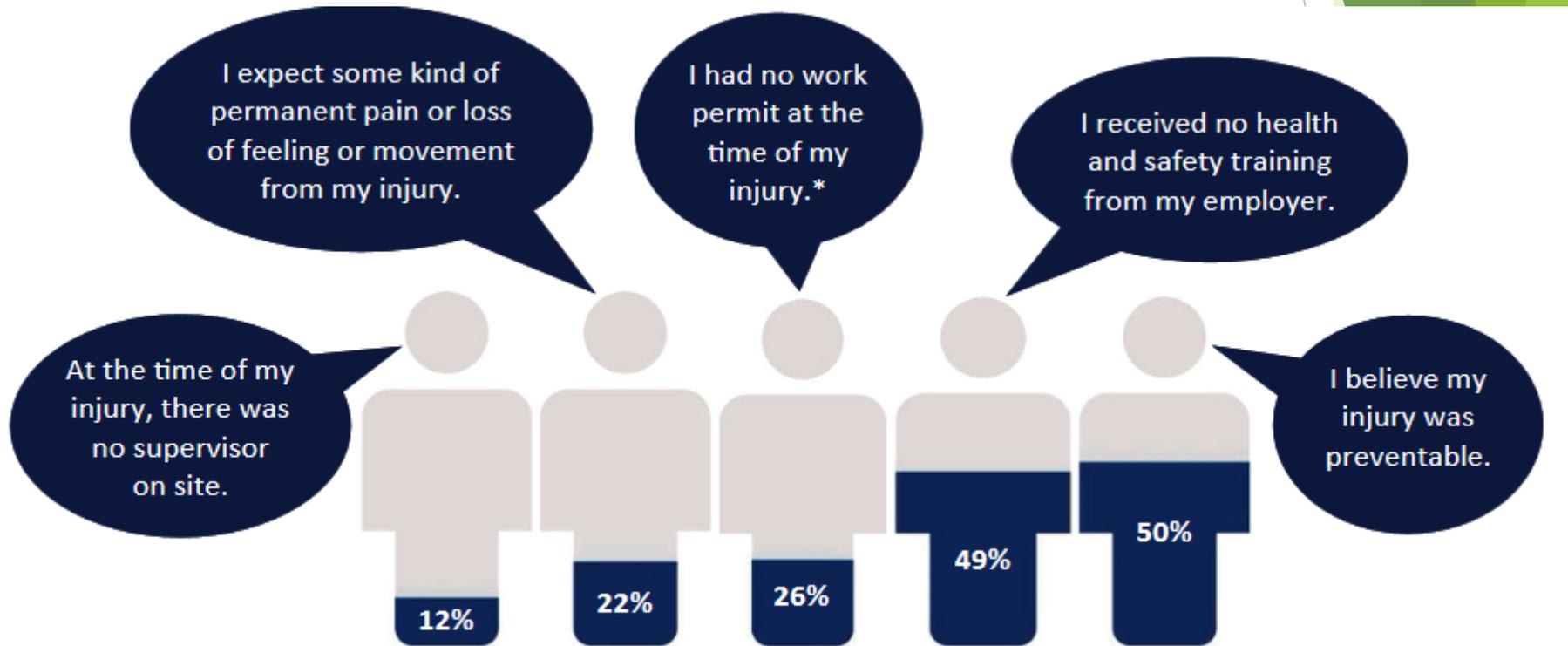


Why are Young Workers Injured at Higher Rates?

- ▶ Hazards on the job
- ▶ Inexperienced
- ▶ Developmental factors
- ▶ Some working in violation of child labor laws
- ▶ Lack of training & supervision

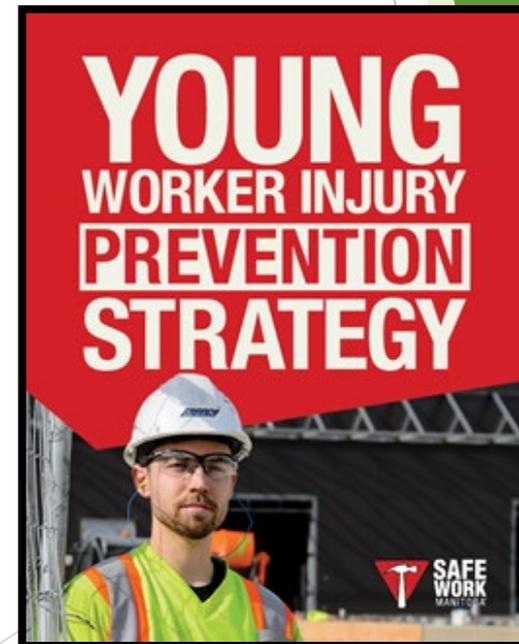


What Injured Teens Say



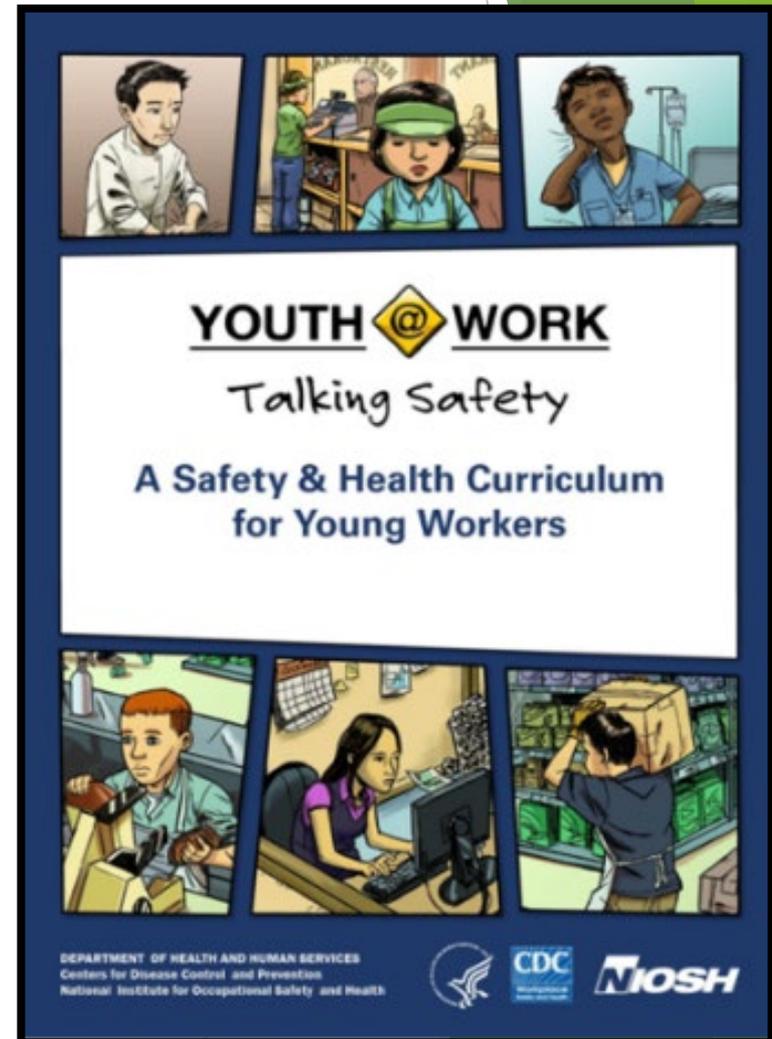
The U.S. Public Health Service Healthy People Objective

- ▶ Reduce rates of occupational injuries treated in emergency departments among working adolescents 15-19 years of age by 10% by 2020, from the 2007 rate of 5.5 injuries per 100 FTE workers to 4.9 per/100 FTE.



National and State Partnerships

- ▶ NIOSH
 - ▶ Provides data; funds research
 - ▶ Curriculum development
 - ▶ Partnerships with AIHA, OSHA, others
- ▶ State-based efforts
 - ▶ Stronger labor protections
 - ▶ Require foundational OSH training for youth
 - ▶ Education and outreach



California Partnership for Young Worker Health and Safety

- ▶ Sponsored and convened by the Commission on Health and Safety and Workers' Compensation (CHSWC) since 1997
- ▶ Coordinated by UC Berkeley's LOHP
- ▶ To identify strategies to:
 - ▶ Reduce work-related injury and illness
 - ▶ Foster safety and health skills for active participation
 - ▶ Promote positive, healthy employment opportunities

California Partnership for Young Worker Health and Safety

- ▶ California Association of Work Experience Educators
- ▶ California Center for Civic Participation
- ▶ California Department of Education
- ▶ California Department of Public Health—Occupational Health Branch
- ▶ California Industrial Hygiene Council
- ▶ California Federation of Teachers
- ▶ California Parent Teacher Association
- ▶ California Teachers Association
- ▶ California Workforce Association
- ▶ DIR—Cal/OSHA
- ▶ DIR—Commission on Health and Safety and Workers' Compensation
- ▶ DIR—Division of Labor Standards Enforcement
- ▶ EHS International, Inc.
- ▶ Employment Development Department
- ▶ Equal Employment Opportunity Commission
- ▶ Reaching At Promise Students Association
- ▶ SIA Tech
- ▶ State Compensation Insurance Fund
- ▶ UC Berkeley Labor Occupational Health Program
- ▶ UCLA Labor Occupational Safety and Health Program
- ▶ United Food and Commercial Workers Local 5
- ▶ U.S. Department of Labor
- ▶ WorkAbility Program
- ▶ WorkSafe

The Partnership promotes:

- ▶ Safe, well-supported job opportunities
- ▶ Employer compliance with the law
- ▶ Training and education
- ▶ Broad community awareness of workplace protections



U.S. and CA Child Labor Laws

- ▶ Prohibit work before the age of 14 (12 years in agriculture)
- ▶ Restrict type of work under 18
- ▶ Restrict hours of work under 18
- ▶ Require a work permit if under 18



Focus shifting to include young adults (up to age 24)

- ▶ Higher employment rates
- ▶ May still be first job experience
- ▶ Work in high hazard industries
- ▶ No “child labor” protections starting age 18



Young Worker Bill of Rights

Young Worker Bill of Rights

California Partnership for Young Worker Health and Safety

In California, there are 5.6 million youth between the ages of 16 and 24. Of these, approximately 52% are employed. These workers are California's future. But most young workers enter the workforce with little understanding of their protections in the workplace and without the skills to effectively and proactively recognize and address problems on the job. They are injured at higher rates than workers over age 24, they are more likely to be sexually harassed on the job, and they typically work in low-wage, high-turnover jobs with unpredictable schedules and limited training and support. California's young workers deserve respect, fair treatment, safe workplaces, and knowledge about their own rights, responsibilities, and protections.

The right to know about workplace rights

Every California youth should receive information about their workplace rights, responsibilities and protections before they enter the workplace. This should include information about fair wages; hours of work including requirements about breaks; health and safety rights; the right to workers' compensation if injured on the job; and anti-discrimination laws. Youth employment programs and high school-based programs should be well-funded and prepared to teach this information to youth before they enter the world of work. The training provided should include the development of critical thinking skills to recognize and help address workplace problems, and be delivered in a language and manner young workers understand.

The right to safe, well-supported job opportunities

Youth employment programs should be well-funded to support safe and healthy early work experiences for young workers, including active support to employers to ensure they provide appropriate training, supervision and mentoring, and meet all labor standards.

The right to a safe workplace

Under current law, all workers have the right to a safe and healthy working environment, with training about all the hazards on their job; to the proper safety equipment to work safely; to report hazards and injuries without fear of retaliation, and to refuse dangerous work when proper safety precautions are not met. These rights exist for young, short-term, part-time and temporary workers—all workers.

The right to fair wages, fair scheduling and breaks

Under current law, most workers have the right to the minimum wage. They have the right to an unpaid meal break of at least 30 minutes for shifts of 5 hours or more, and to a paid 10-minute rest break for every 4 hours of work. Workers also deserve predictable schedules, and guarantees that part-time workers be offered more hours before new workers are brought on.

The right to fair treatment and respect on the job

Under current law, all workers have the right to work free from harassment, exploitation, and discrimination. Workers have the right to fair and equal treatment, regardless of religion, race, nationality, immigration status, gender, gender expression, sexual orientation, or disabilities.

The right to workers' compensation

Under current law, workers have the right to workers' compensation benefits if you are hurt on the job, including injury, whether or not you miss time from work; payments if you lose wages for more than 3 days; and other benefits if you become permanently disabled.

The right to join or help organize a union

Under current law, all workers have the right to join or help work with others to form a union without fear of retaliation.

The right to special protections from hazardous work for workers under 18

Under current law, workers under the age of 18 are prohibited from working in many hazardous jobs, and from late, too long, or too early. These laws have been reviewed and revised.

What can you do?

- ▶ Promote training in your local schools or youth employment programs
- ▶ Help conduct training
- ▶ Community Awareness:
Safe Jobs for Youth Month



Foundational critical thinking skills

- ▶ Recognize hazards
- ▶ Understand how hazards can be addressed
- ▶ Understand worker rights and responsibilities
- ▶ Effectively solve problems in the workplace



Institutionalizing Education: Work Ready Skills Include Job Health and Safety Skills

- ▶ WorkAbility Programs
- ▶ Work Experience Classes
- ▶ California Partnership Academies
- ▶ Career Technical Education Programs
- ▶ Linked Learning Initiative
- ▶ Health Education Classes
- ▶ Work Permit Process
- ▶ Youth Employment Programs
- ▶ Pre-apprenticeship Programs



Website and Resources



Welcome to the **Young Worker Health and Safety Website!** Our goal is to help prevent California's young workers from being injured or killed on the job. [Find out more.](#)

The laws noted at this site are specific to California. If you are in another state, visit our [National Young Worker Safety Resource Center](#) page to find your state's labor law agencies and information on the laws in your area.

This site is a project of the [California Partnership for Young Worker Health and Safety](#).

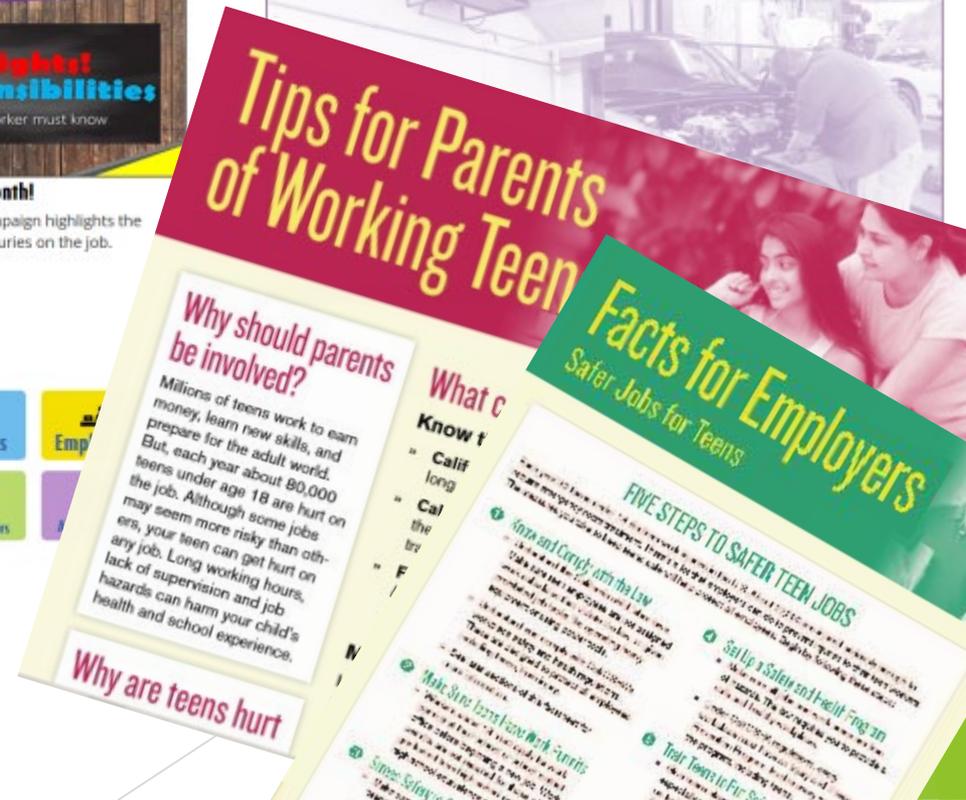
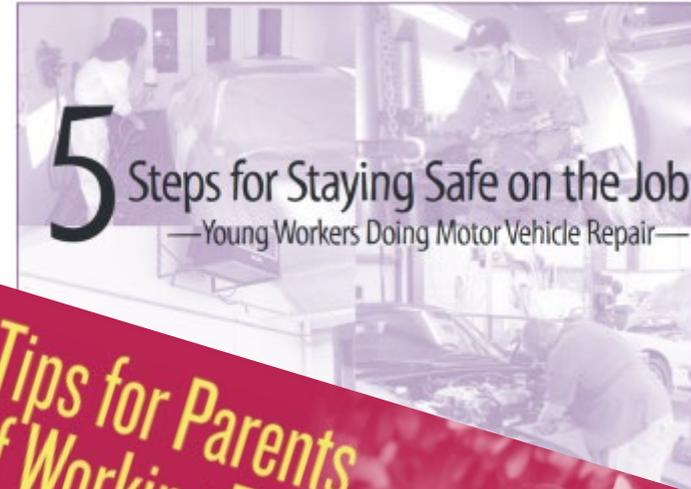


May is Safe Jobs for Youth Month!

This annual public awareness campaign highlights the importance of preventing teen injuries on the job.



Find Materials For...



Why should parents be involved?

Millions of teens work to earn money, learn new skills, and prepare for the adult world. But, each year about 80,000 teens under age 18 are hurt on the job. Although some jobs may seem more risky than others, your teen can get hurt on any job. Long working hours, lack of supervision and job hazards can harm your child's health and school experience.

Why are teens hurt

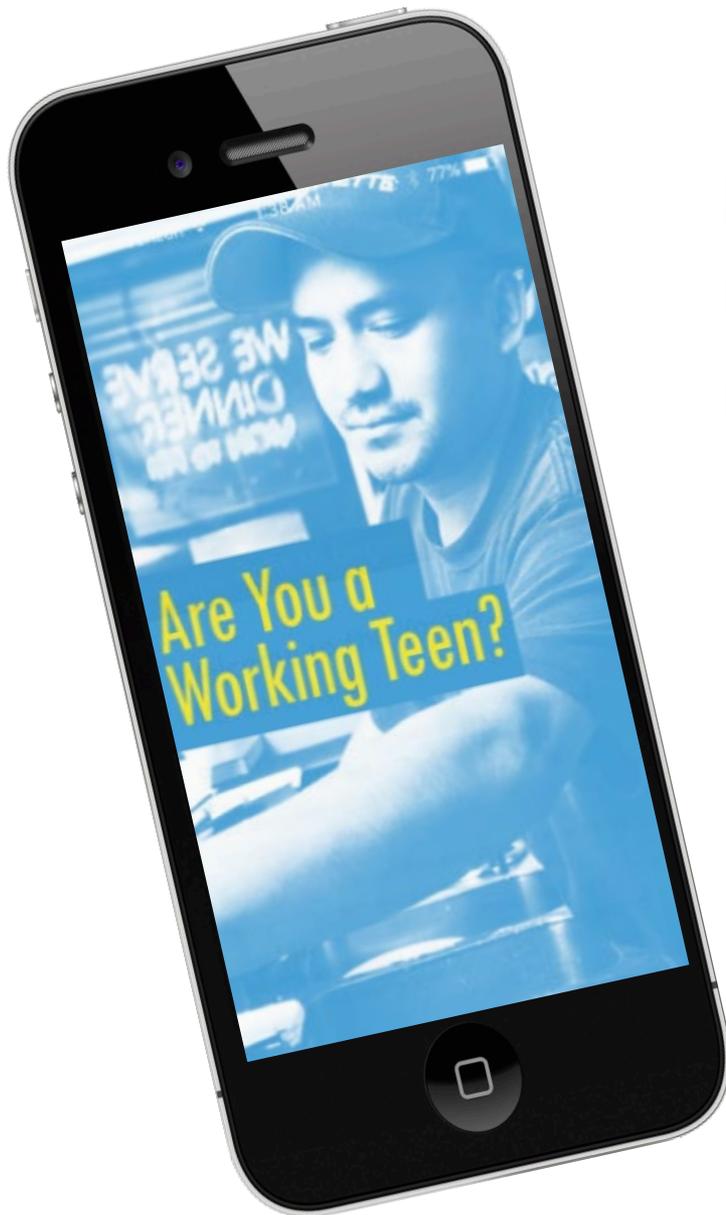
What do I know?

- Calif long
- Cal the
- F

Facts for Employers Safer Jobs for Teens

FIVE STEPS TO SAFER TEEN JOBS

1. Know and Comply with the Law
2. Set Up a Safety and Health Program
3. Train Teens in Proper Safety



Download the app

My Rights on the
Job

What Kind of
Work Can I Do?

Hours for Teens &
Protecting Myself

What If I Get Hurt
& Getting Help

100

100

100

100

200

200

200

200

300

300

300

300

400

400

400

400

500

500

500

500

7 pm.

If you are 14 or 15, how late
can you work on
a school night?

\$100



False.

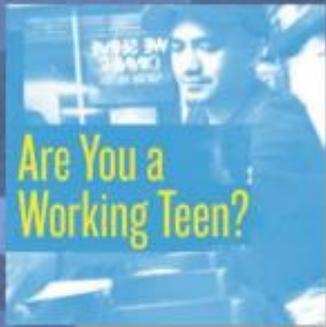
True or False? You can
sue your employer if
you're hurt on the job?

\$100



Work Permit Quiz

Take the
Work Permit Quiz



Certificate of Achievement

Presented to

Jane Doe

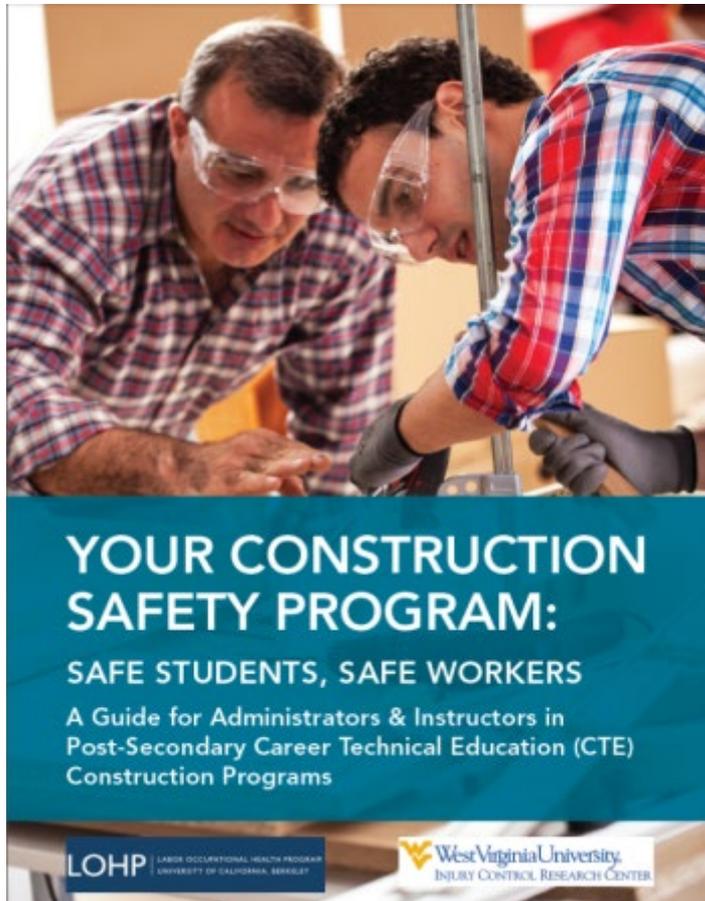
Work Permit Quiz

November 26, 2019

100%



New Resources for CTE Programs



D Support for Engaging Industry Advisory Committees (IACs)

INDUSTRY ADVISORY COMMITTEES (IACS) are critical partners in CTE, bringing invaluable community and industry expertise, experience, and resources. All CTE programs receiving Perkins funding are required to have a technical education advisory committee that involves business, labor and industry. The role of this committee is to advise educators on the design, development, implementation, evaluation, maintenance and revision of technical/occupational programs within a career pathway.

CTE administrators and instructors who effectively engage their IACs in developing their safety and health systems and education are best positioned to prepare students for the safety systems and practices they will encounter in the construction industry.

“Our programs put safety first, and everything else second. It’s driven by the IAC; they don’t want new hires that get hurt. As an academic institution, we hold Industry Advisory meetings for every program we offer. We use that opportunity to speak directly with industry professionals in those fields.”

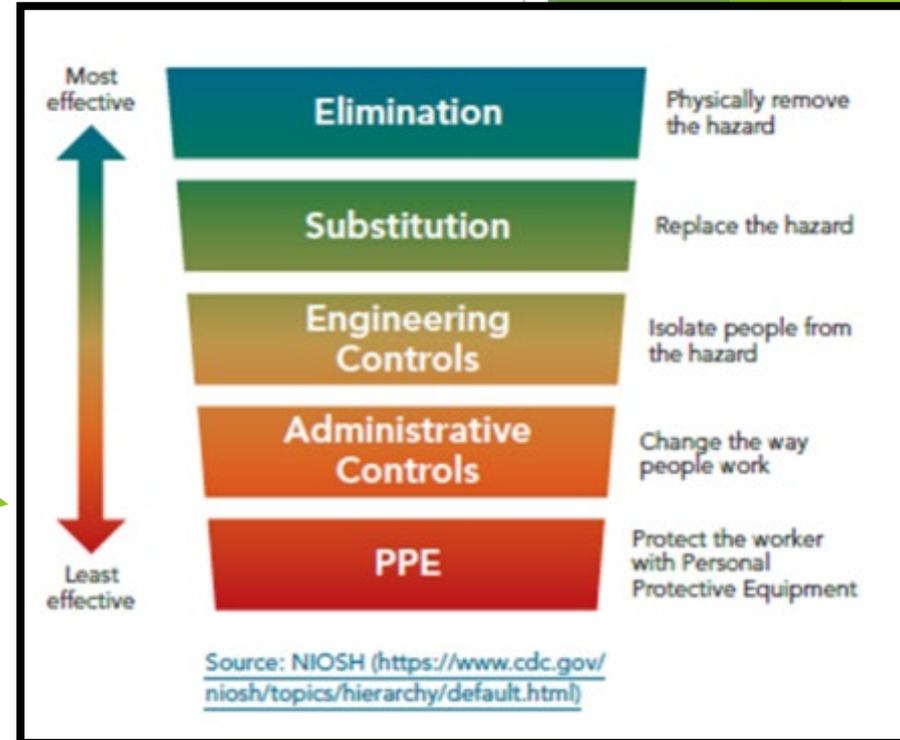
—CTE Administrator

2. Instructor Qualifications & Support | Section D **53**

<http://bit.ly/cte-guide>

Beyond the OSHA 10

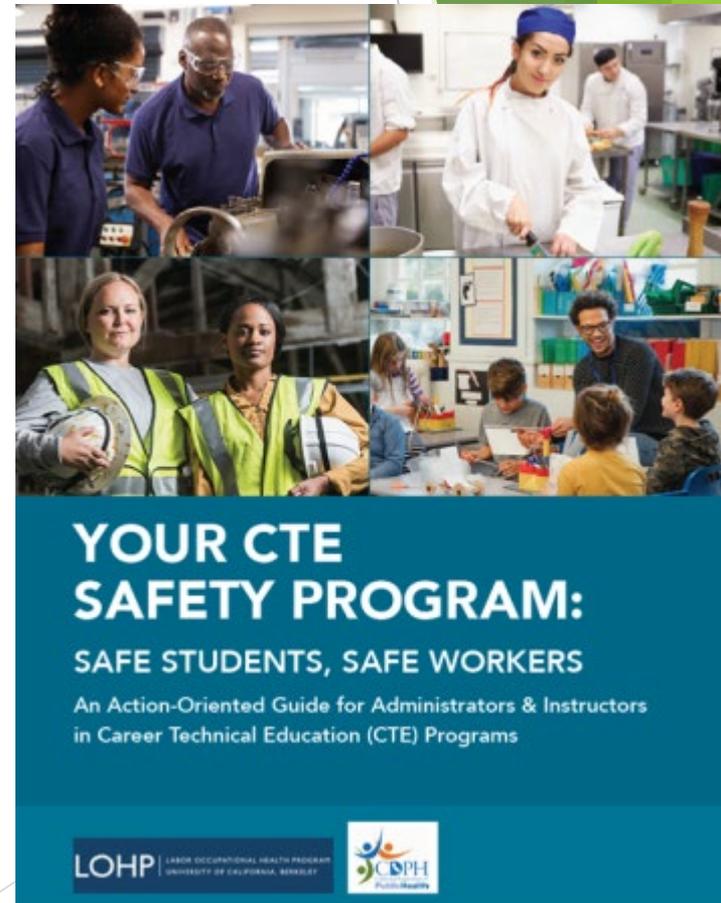
- ▶ Integrate the OSHA 10 throughout coursework.
- ▶ Focus on safety and health critical thinking skills, such as Job Hazard Analysis and the hierarchy of controls.
- ▶ Have students participate in the classroom Safety & Health System.
- ▶ Have students practice self-advocacy and communication skills.



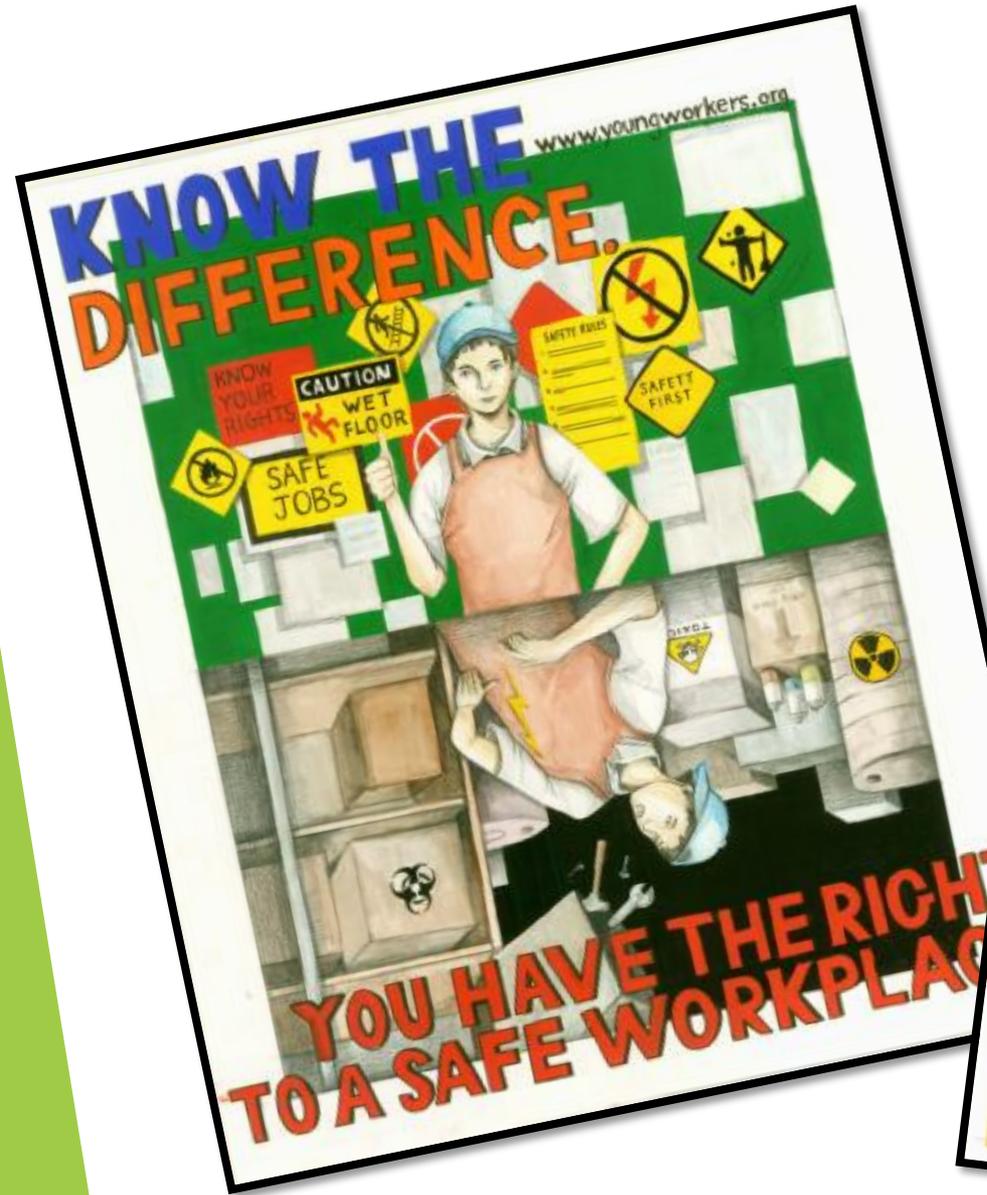
Hierarchy of Controls

CDPH Occupational Health Branch CTE Safety Systems to Support Safe Students

- ▶ *Safe Students, Safe Workers* guide adapted for secondary and post-secondary non-construction CTE programs
- ▶ Activities for CTE instructors to teach OSH critical thinking skills
 - ▶ Hazard recognition
 - ▶ Hazard control (hierarchy of controls)
 - ▶ On-the-job problem-solving & communication



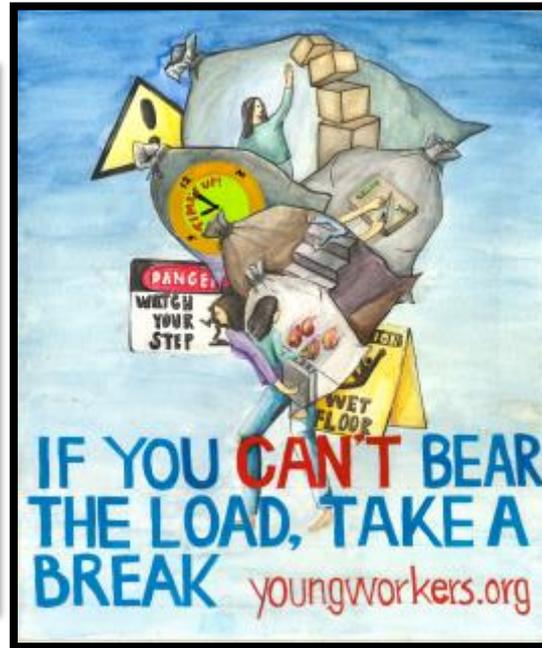
Safe Jobs for Youth Month



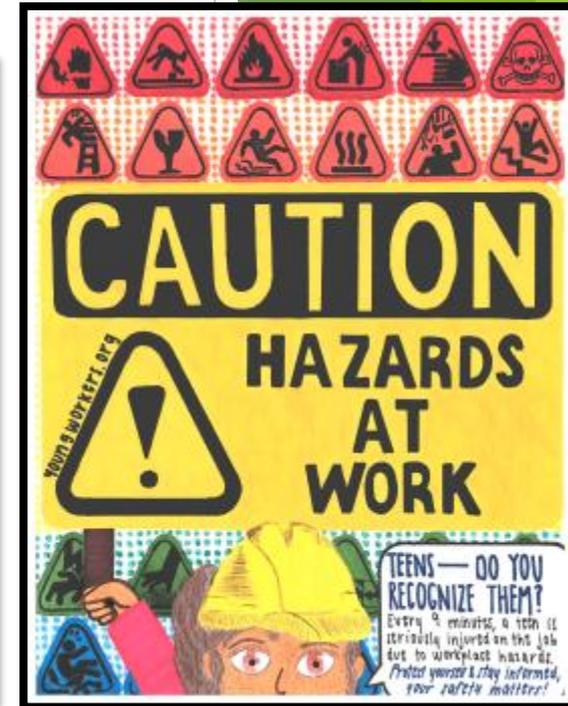
2019 Poster Contest Winners



1st Place: Kacey Kim
Los Angeles, CA



2nd Place: Claire Zhang
San Ramon, CA



3rd Place: Marisa Benedito
Temecula, CA

Safe Jobs for Youth Month



California Partnership: Successes

- ▶ Safe Jobs for Youth Month established
- ▶ Resources available
- ▶ Tens of thousands of teachers, youth trained
- ▶ California is a national leader
 - ▶ Other states establish partnerships, Safe Jobs for Youth Mo.
 - ▶ Partnering with NIOSH on curriculum
 - ▶ Partnering with OSHA: #MySafeSummerJob Campaign
- ▶ Leveraging Partnership for new efforts (2019):
 - ▶ CA Dept of Education funds teacher workshops
 - ▶ CA Occ Health Branch funds OSH tools for CTE programs

How the CA Partnership can support AIHA Chapters

- ▶ Resources for Education and Information
- ▶ Technical Assistance/Advice re Teaching Teens
- ▶ Technical Assistance/Advice re Connecting with Schools/Job Training Programs
- ▶ Conducting a “Training of Trainers” for Chapter Volunteers
- ▶ Partnering to institutionalize training

Sign up with your chapter lead!

- ▶ Northern California –Oana Stoica
(ostoica@lbl.gov)
- ▶ Orange County Section –Howard Spielman
(hspielman@healthscience.com)
- ▶ Sacramento Section –Dan Felperin
(dan@fresh-energy-systems.com)
- ▶ San Diego Section –Denise Schiller
(dmariescheller@yahoo.com)
- ▶ Southern California Section –still looking for a volunteer coordinator

Questions?

Contact:

Diane Bush

UC Berkeley Labor Occupational Health Program

dbush@berkeley.edu