



Young Worker Rights and Responsibilities

Tips for Parents

Employment Standards



Starting a job is a big event in a teenager's life. Most young people want to get a job and earn money. However, they are inexperienced and often afraid to ask questions. Parents may think someone is looking out for their children at work.

It is important for parents to talk to their children about their rights and responsibilities on the job.

Employment standards are in Part II of The *Saskatchewan Employment Act*. Employment standards set minimum rules for things like wages, hours of work, public holiday pay, and vacations.

Young Worker Readiness Certificate Course (YWRCC)

The minimum age of employment in Saskatchewan is 16. Fourteen- or 15-year-olds can work but they must:

- Complete the YWRCC and obtain a Certificate of Completion;

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To learn more about employment standards, visit saskatchewan.ca/business/employment-standards.

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- Provide a copy of the Certificate of Completion along with written consent from a parent or guardian to their employer.

Fourteen- and 15-year-olds also cannot work:

- more than 16 hours a week in which school is in session;
- after 10 p.m. on a day before school; or
- before classes start on any school day.

These rules do not apply during school breaks (such as Christmas or Easter breaks) and summer vacation. During breaks and vacations, 14- and 15-year-olds can work the same hours as other employees.



For more information, visit saskatchewan.ca/ywrcc.

Safety in the Workplace

Where youth can work

In Saskatchewan, Occupational Health and Safety (OHS) legislation states there are industries where young people can and cannot work.

People under 18 cannot work:

- underground or in an open pit at a mine;
- as a radiation worker;
- in an asbestos process;
- in a silica process; and
- in any activity that requires the use of an atmosphere supplying respirator.

People under 16 cannot work:

- on a construction site;
- at a pulp mill, sawmill or woodworking establishment;
- at a smelter, foundry, refinery or metal processing or fabricating operation;
- in a confined space (such as a manhole);
- in a meat, fish or poultry processing plant;
- in a forestry or logging operation;
- on a drilling service rig;
- as an operator of powered mobile equipment (such as a forklift, crane or a hoist);
- where there is exposure to chemical or biological substances that could endanger your health and safety; and
- in power line construction or maintenance.

Rights and Responsibilities

Everyone in the workplace is legally responsible for workplace safety. Your children have three basic rights under *The Saskatchewan Employment Act*:

- The Right to Know what hazards are in the workplace and how to prevent injuries from those hazards.
- The Right to Participate in health and safety activities in their workplace.
- The Right to Refuse work they believe to be unusually dangerous to themselves or others.

Your children also have responsibilities in the workplace:

- The responsibility to work safely by using all machinery and equipment in the way they were trained.
- The responsibility to report health and safety concerns, including unsafe activities and conditions, to their supervisor and ask questions if they are unsure how to do something safely.
- The responsibility to properly use or wear protective devices and to not remove a guard or device designed to protect them.
- The responsibility to protect themselves and others from harm as much as possible and to not harass others at work.

***Tell your child to wear safety gear.
It's the law!***

Questions to Ask Your Child



Many parents assume their child works in a safe environment, has received proper health and safety training from their employer, and will speak up if their workplace is unsafe. Don't assume. Always ask questions. Here are some questions to consider:

- Were safety orientation training and information on rules of the workplace provided by your boss?
- Does your supervisor work in or near your work area?



- Does your supervisor provide on-the-job performance feedback, including information and advice on how to work safely?
- Do you report concerns to your supervisor? Do you feel comfortable in doing so?
- What tasks do you normally perform at work?

Familiarize yourself with your child's place of work, the people and the jobs they perform. Ask around and make sure you're comfortable it's a safe place to be. You are not the first parent to show up at your child's workplace.

- Are you tired at work?

Keep an eye on the balance in your child's life. Teens develop cognitively and physically into their early 20s, so they have an increased need for sleep. A hurried cycle of full-time school, homework, social life and work, combined with a lack of rest, can create fatigue, leading to poor performance in school and increased risk of injury at work and while driving.

- Do you have to climb or work at heights? Do you lift and carry heavy objects?

If the answer is yes, ask how they were trained and what equipment they use to do these things safely.

- Do you know what kind of protective equipment to wear and have you been trained to use it properly?

You would not let your kids play hockey without full gear, so do not let them go to work without the right safety equipment (safety shoes, protective eyewear, a hairnet).

- Do you work with chemicals? Have you received training in their proper use?

WHMIS training must be provided to workers using chemicals. Ask if they know about labels and material safety data sheets.

- Do you know it is important for you to report to your supervisor any injury you receive?

If your child is injured on the job, compensation is available. Check with the WCB at www.wcbask.com or 1.800.667.7590 to find out about your child's rights. Also visit online at www.worksafesask.ca.

Talk to Your Children

- Start talking to your children about job safety when they start to look for work.
- Encourage them to ask about safety procedures when they go to a job interview.
- Tell them they should expect to get safety training when they start a new job and should not be afraid to refuse a task if they feel they will not be safe.
- Remind them that no job is worth an injury or worse. Fingers, eyes and life cannot be replaced.
- If your children are already working, find out as much as possible about the conditions in which they work.
- Talk to them about their jobs, not just the pay and benefits, but about the actual tasks. Use your built-in parent radar to detect potential risks and ask how safety is handled on the job.



- Help prevent workplace injuries. Let your children know you want them to say no to unsafe work and you'll support them in that decision. As the saying goes – better safe than sorry.



For More Information

Employment Standards – saskatchewan.ca/business/employment-standards or call 1.800.667.1783.

Occupational Health and Safety - saskatchewan.ca/business/safety-in-the-workplace or call 1.800.567.7233.

WorkSafe Saskatchewan – www.worksafesask.ca

Note: *This is not a legal document. Consult the legislation to interpret*

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