

**Approval of an Occupation for Adolescent Employment
by the Director of Employment Standards, issued pursuant to
Sections 52(1)(a)(v) and 54 of the *Employment Standards Regulation***

Employment doing any of the following duties in the **Restaurant and Food Service Industry**: host/hostess duties, cashier duties, dish washing, bussing tables, providing customer service, assembling food orders, waiting on or cleaning tables, sweeping and mopping in common areas, is an approved occupation for adolescents, subject to the following terms and conditions:

1. The adolescent employee will not perform any duties that involve the use of deep fryers, grills, slicers or other potentially dangerous equipment, or work in areas where deep fryers, grills, slicers or other potentially dangerous equipment are in operation.
2. The adolescent employee will not work in areas where smoking is permitted.
3. The employer will ensure that the employment is not, or is not likely to be, injurious to the life, health, education or welfare of the adolescent employee.
4. The employer will ensure that the adolescent employee is in the continuous presence of another employee at least 18 years old.
5. The employer will ensure the health and safety of the adolescent employee as required under section 2 of the *Occupational Health and Safety Act*.
6. The employer will complete a written hazard assessment, as required by Part 2 of the *Occupational Health and Safety Code*.
 - a. The employer will control or eliminate all hazards.
 - b. The employer will warn the adolescent employee about any hazards that may affect him or her.
7. The employer will keep originals of the hazard assessment at the work place for each adolescent employee.
8. The adolescent employee will not be employed:
 - a. For longer than 2 hours on a day during which the adolescent is required to attend school;
 - b. For longer than 8 hours on a day which the adolescent is not required to attend school; and
 - c. Between the hours of 9:00 p.m. and 6:00 a.m.
9. The adolescent employee will be paid at least minimum wage. All provisions of the *Employment Standards Code* and *Regulation* apply including vacation pay, general holiday pay and termination pay.

10. The employer may not hire an adolescent employee without first obtaining the written consent of the adolescent's parent or guardian.

11. With this approval, any former approval of employment in the Restaurant and Food Services Industry as an approved occupation for adolescents is revoked.

ISSUED at Edmonton, Alberta on February 20, 2019.

Original signed by

Darren Caul
Director of Employment Standards

Out of date