



### Your Child at Work

When parents think about protecting their children, they often think of drugs, alcohol, car collisions or sports injuries. Most parents assume their children are perfectly safe at work – unfortunately, that’s not the case. Every year in Alberta approximately 7,600 workers aged 15-24 report on-the-job injuries.

#### Is Your Child Healthy and Safe at Work?

No job is worth your child’s life. No job is worth losing a finger or an eye. By asking your children the following questions, you may find out if they are in danger at work. You’ll also be getting them to think about their own safety.

- Do you know your rights and responsibilities for a safe and healthy workplace?
- Did your supervisor provide health and safety training?
- Does your supervisor work near you?
- Does your supervisor give you feedback on how to work correctly in a healthy and safe manner?
- Do you feel comfortable reporting safety concerns to your supervisor?
- What tasks do you perform at work?
- Are you tired at work or tired at school?
- Do you have to climb or work at heights?
- Do you lift and carry heavy objects?
- Do you use protective equipment and have you been trained to use it properly?
- Do you work with chemicals? Has anyone shown you how to safely handle these chemicals?
- Do you know it’s important for you to immediately let your supervisor know about any injury you receive?

#### Things You Better Know

##### All workers have rights.

The right to refuse dangerous work and know that you’re protected from reprisal.

The right to know about hazards in the job and have access to basic health and safety information.

The right to participate in health and safety discussions and health and safety committees.

##### By law, everyone is responsible for occupational health and safety.

Employers must do everything reasonably possible to protect workers from injury or illness. Workers must follow company safety rules and always work safely.

##### Young workers need to be shown the specific hazards of their job.

Teach your children how to ask their supervisor about the hazards of their job. Make it real by discussing real-life stories. Need some advice?

Take a look at the booklet X-treme Safety: Young worker’s guide to safety and employment rules at [www.alberta.ca/ohs](http://www.alberta.ca/ohs)

##### The employer must ensure that workers have the training and equipment they need to protect themselves.

Teach your children how to appropriately insist on health and safety training if it isn’t offered to them.

##### Workplace injuries or illness must be reported, no matter how small.

Encourage your children to report any and all injuries or illnesses to their supervisor.

##### Young workers really do get hurt. Don’t think it can’t happen.

Prevent injury and illness by making sure your child knows their rights and responsibilities. Remember, every year in Alberta approximately 7,600 workers aged 15-24 report on-the-job injuries.

\*Source: Workers Compensation Board - Alberta

#### NEED MORE INFORMATION?

For more information for parents about the law and health and safety for young workers, go to the Occupational Health and Safety website at [www.alberta.ca/ohs](http://www.alberta.ca/ohs). If you need help with a concern involving the health and safety of your child’s workplace, call the Occupational Health and Safety Contact Centre at 1-866-415-8690.



### Your Child at Work

**Your child needs to:**

Know their rights

Know their rules

Spot the hazards

Know how to handle hazards

Use protective equipment and clothing

Communicate with their team

## Minimum Age Requirements for Working in Alberta

Employers must adhere to the minimum age requirements for working in Alberta. Your child's employer will require identification to verify their age.

### Youth age 12 and under

May only be employed in artistic endeavors, such as film, theatre, radio, video, television, computer gaming or live performances.

*Need a permit and parent/guardian consent*

### Youth age 13 to 14

May be employed in:

- artistic endeavours with a permit
- clerk or messenger in an office or retail store
- delivery person for small goods and merchandise for a retail store
- delivering flyers, newspapers and handbills
- certain duties in the restaurant or food services industry
- other work not listed above with a permit

**Restrictions on hours of work:**

- can work a maximum of 2 hours on a school day
- can work a maximum of 8 hours on a non-school day
- can't work between 9:00 pm and 6:00 am

### Youth age 15 to 17

May be employed in any type of work.

Have restrictions on working at night.

In any retail store selling food or beverage, a retail business selling gasoline or other petroleum products, or in a hotel or motel:

- can only work between 9 pm and 12 am with adult supervision
- can't work between 12:01 am and 6 am

In any other type of work:

- can only work between 12:01 am and 6 am with parent/guardian consent and adult supervision

### Permits

A permit is required for:

- Ages 14 and under in artistic endeavours
- Ages 13 to 14 in work that is not on the list of types of jobs allowed

*A permit must be received before youth start work.*

Learn all the details at [alberta.ca/ESYouth](http://alberta.ca/ESYouth)



## NEED MORE INFORMATION?

For answers about pay, hours of work, overtime, vacation time, general holidays and other rules for employment standards, including information about filing a complaint or making an anonymous tip, contact Employment Standards Contact Centre at [alberta.ca/EmploymentStandards](http://alberta.ca/EmploymentStandards) or call 1-877-427-3731 toll free in Alberta.