

**Approval of an Occupation for Adolescent Employment  
Issued under Sections 52(1)(v) and 54 of the *Employment Standards Regulation*  
by the Director of Employment Standards.**

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

1. The employee will not be permitted to perform any duties that involve the use of deep fryers or grills, slicers or other potentially dangerous equipment, or work in areas where deep fryers or grills, slicers or other potentially dangerous equipment are in operation.
2. The 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 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 employee as required under section 2 of the *Occupational Health and Safety Act*.
6. The employer will ensure a Safety Checklist has been completed and will ensure compliance with it.
7. 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.
8. The employer will keep originals of the completed Safety Checklist and hazard assessment at the work place for each adolescent employee and will mail or fax a copy of the completed Safety Checklist to the Permit Administrator.
9. The 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 during which the adolescent is not required to attend school,
  - c. between the hours of 9:00 p.m. and 6:00 a.m.

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

**ISSUED at Edmonton, Alberta on November 2, 2009.**

**Original signed by \_\_\_\_\_**  
**Eric Reitsma**  
**Director of Employment Standards**