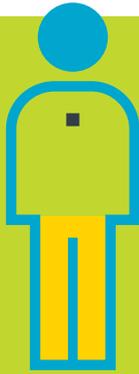




# Employing Young Workers

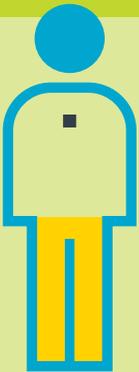
## *The health and safety partnership*

A good partnership between your employee, your supervisor and young workers is the key to a safe and healthy workplace. Here are some (but not all) of the partners' roles:



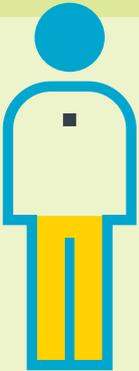
### EMPLOYERS

- 1 Maintain a healthy and safe workplace.
- 2 Tell your workers about the hazards.
- 3 Provide safety training.
- 4 Have regular health and safety meetings.
- 5 Supply protective equipment.
- 6 Provide fire extinguishers.
- 7 Have certified first aid responders and kits.



### SUPERVISORS

- 1 Take steps to protect your workers.
- 2 Make sure they do their work safely and follow all the employment and health and safety rules.
- 3 Train them to handle dangerous products.
- 4 Make sure they know how to use their personal protective equipment (PPE).
- 5 Report all health and safety concerns to the right people.



### EMPLOYEES

- 1 Pay attention.
- 2 Take safety training.
- 3 Attend meetings.
- 4 Properly wear and use protective equipment.
- 5 Know where the fire extinguishers are and how to use them.
- 6 Know who and where the certified first aid responders are.
- 7 Know where the first aid kits are.

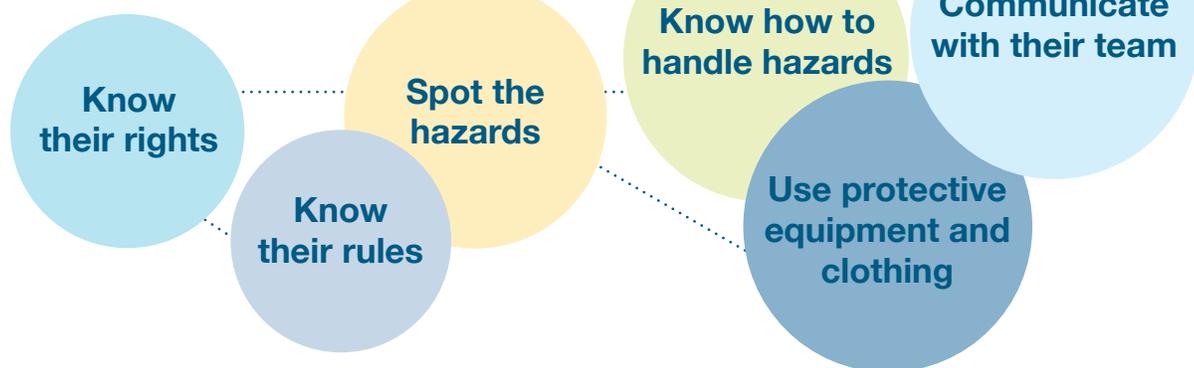
### NEED MORE INFORMATION?

For more information about the law and health and safety for young workers, review X-treme Safety: Young worker's guide to safety and employment rules at the Occupational Health and Safety website at [www.alberta.ca/ohs](http://www.alberta.ca/ohs)



## Employing Young Workers

**What they need to know:**



### 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.