

### Twelve Steps to Safety Step Ten: Young (Teen) Workers

*In September 2003, CMAA signed an Alliance with OSHA to promote safe and healthful working conditions for membership club employees in the areas of hazard communication, record-keeping and respiratory protection. In February 2005, CMAA renewed its Alliance and added a new scope of concentration, landscaping and horticulture. The Alliance was again renewed in October 2007. This article, the tenth in a series of 12 articles, was written by club industry expert Alan Achatz, CCM, CHE, of AKA Capitol Adventures in conjunction with participants in the OSHA and CMAA Alliance. The purpose of this series is to help new and seasoned managers embark on a path to safety compliance at their facilities.*

Employing younger workers adds vitality to your operation. These workers offer an infusion of enthusiasm and vibrancy. Yet, it must be recognized that, often times, they lack experience and the maturity to deal with hazardous situations.

You as their employer have to ensure they are properly trained to identify any and all work hazards and are trained how to do their assigned tasks. Constant supervision is recommended as these younger employees start their work duties so they do not undertake tasks for which they have not been trained. While these younger employees are eager to demonstrate their willingness, ability and competency in performing tasks, it must be noted that they may be hesitant to ask for direction or guidance when they are uncertain of what they are to do, lest they seem incompetent.

To prevent injuries to young workers, consider the following actions:



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***Younger workers offer an infusion of enthusiasm and vibrancy. Yet, often times they lack experience and the maturity to deal with hazardous situations.***

- Upon initial hire and when processes change, educate employees about workplace hazards.
- Make young workers aware of the dangers of horseplay.
- The most effective style of training may be computer-based or real-life situations.
- Include safe work-practice demonstration as part of their training experience.
- Share with the supervisors as well as the employees what tasks they cannot do.
- Consider labeling equipment they cannot use.
- Some employers even color-code their uniforms so others know their limitations.
- Ensure you know and comply with all applicable labor and safety laws.
- Use the buddy system to ensure young employees have a mentor.

showed annual injury estimates of 77,000 per year based on hospital emergency room visits due to workplace injuries. Annual fatality averages (for this same period) for these teen workers were 67 per annum. Looking at the above numbers, one could say that the injuries were significantly lower in 2004 than in previous years, yet fatalities doubled.

NIOSH data from 1998 showed that the majority of injuries sustained by teens working in restaurant and drinking establishments were cuts, followed by burns (hot grease) and slipping on wet or greasy floors. Another concern employers should guard against is exposure to hazardous chemicals – especially chlorine and ammonia exposure.

It is also essential that you recognize that the Department of Labor has special rules that regulate the hours and jobs that teen workers are allowed to undertake.

#### Supporting Data

Information from the Bureau of Labor Statistics shows that more than 38,000 teen workers were injured and 134 suffered fatalities in 2004. Data from a 2003 National Institute for Occupation Safety and Health (NIOSH) for 1998 to 2001

#### A Closing Thought

You as the employer have to embrace the caveat that any injury (or worse yet, a fatality) for any worker, not to mention those just starting their careers, is unacceptable.

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### Additional Resources

There is a wealth of knowledge available from various sources. Recognize where teens are working in your operation and then visit the following related Web sites for further information.

**Teen Worker Safety in Restaurants**  
[www.osha.gov/SLTC/youth/restaurant/index.html](http://www.osha.gov/SLTC/youth/restaurant/index.html)

**Landscaping: Keeping your Feet on the Ground**  
[www.osha.gov/SLTC/teenworkers/landscaping/index.html](http://www.osha.gov/SLTC/teenworkers/landscaping/index.html)

### Other Applicable Topics and Training Materials for Young Workers Include:

- Sun and heat
  - Protecting against pesticide hazards
  - Avoiding strains and sprains
- [www.osha.gov/SLTC/teenworkers/index.html](http://www.osha.gov/SLTC/teenworkers/index.html).

### Department of Labor Wage and Hour Youth Rules

[www.youthrules.dol.gov/](http://www.youthrules.dol.gov/)

For more information on how your club can benefit from the Alliance and OSHA topics specific to the club industry, please visit [www.cmaa.org/fullcontent.aspx?id=20424&terms=osha](http://www.cmaa.org/fullcontent.aspx?id=20424&terms=osha) or contact Melissa Low, Director, Industry Resources and Legislative Services, at [melissa.low@cmiaa.org](mailto:melissa.low@cmiaa.org) or (703) 739-9500.

*This article was written by club industry expert Alan Achatz, CCM, CHE, of AKA Capitol Adventures in conjunction with participants in the OSHA and CMAA Alliance. It does not necessarily reflect the official views of OSHA or the U.S. Department of Labor.*

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#### At Your Service Newsletter

The bi-monthly *At Your Service* newsletter features industry experts on relevant topics. Mirroring the topics found in the PCS subscription, the newsletter covers subjects such as club operations from successful marketing initiatives to food and beverage profitability to management guidance on leadership, staff training and development.



The 2008 October/November edition of this resource featured the following topics:

- The importance of employee screening by security expert, Kevin Conrad.
- How to open the safety dialogue at your facility by former club manager and safety consultant, Alan Achatz, CCM, CHE.
- The “touch” and its fit into the club culture by the General Manager of The Beach Club, Gregg Patterson.
- How leadership and trust go hand in hand by Dottie Gandy of CoveyLink Worldwide.
- How your budget and strategic capital plan should interact by Beth Thiel of Thiel and Thiel.
- The ramifications of state and federal taxes for Section 277 taxable clubs and 501(c)(7) tax-exempt clubs by Mitchell L. Stump, CPA.

#### The Legal Newsletter

If you have a specific legal question, *The Legal Newsletter* is for you. Subscribers are encouraged to submit legal questions that your club might face. Questions can be submitted via e-mail to [legalnewsletter@cmiaa.org](mailto:legalnewsletter@cmiaa.org). This question-and-answer format ensures that *The Legal Newsletter* is looking at the most pressing

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