Employing younger workers adds vitality to your operation. These workers offer an infusion of enthusiasm and vibrancy. Yet, 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:

- 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.

**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 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.

**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.

(continued on page 9)
Stay Up-to-Date with Premier Club Services

In this age of information overload, where can you find the most up-to-date knowledge to assist you in the successful operation of your club? Where can you find ideas that you can immediately implement? Premier Club Services (PCS) keeps its subscribers abreast of all of the current industry trends and legal information. All subscribers receive monthly communication on the latest information available.

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.

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

Landscaping: Keeping your Feet on the Ground
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

Department of Labor Wage and Hour Youth Rules
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 or contact Melissa Low, Director, Industry Resources and Legislative Services, at melissa.low@cmaa.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.

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@cmaa.org. This question-and-answer format ensures that The Legal Newsletter is looking at the most pressing issues. (continued on page 10)