

## Fair pay and worker compensation.

### YOU HAVE A RIGHT TO:

- Earn at least the federal minimum wage of \$7.25/hour (the minimum wage might be higher in your state).
- Fair pay and financial help if you got hurt or sick on the job. May include compensation for medical care or work you missed when you were hurt.



## Work free of discrimination and harassment.

### YOU HAVE A RIGHT TO:

- Work without being discriminated against or harassed because of race, skin color, religion, gender, pregnancy, national origin, disability, or genetic information.
- Ask for reasonable changes at your workplace because of your religious beliefs or disability.



## Report concerns without punishment.

### YOU HAVE A RIGHT TO:

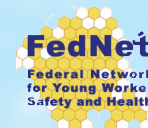
- Report concerns about workplace health or safety, discrimination, or harassment to a manager, parent, teacher, or a government agency.
- Help someone else report these concerns.
- Participate in an investigation or lawsuit about these concerns.

**REMEMBER:** It is illegal for you to be punished for taking any of these actions!

## Who can I contact for help?

For more information or to file a complaint, contact the agencies or organizations listed below. Their services are free.

Concern	Contact
Wages, hours of work, types of jobs you can do	<b>WHD</b> —Wage & Hour Division 866-4US-WAGE TTY: 877-889-5627 <a href="http://www.youthrules.dol.gov">www.youthrules.dol.gov</a>
Safety and health information, inspections, investigations, and complaints	<b>OSHA</b> —Occupational Safety and Health Administration 800-321-OSHA TTY: 877-889-5627 <a href="http://www.osha.gov">www.osha.gov</a>
Safety & health information, statistics & research	<b>NIOSH</b> —National Institute for Occupational Safety & Health 800-CDC-INFO TTY: 888-232-6348 <a href="http://www.cdc.gov/niosh/topics/youth">www.cdc.gov/niosh/topics/youth</a>
Employee group action or union activity	<b>NLRB</b> —National Labor Relations Board 866-667-NLRB TTY: 866-315-NLRB <a href="http://www.nlrb.gov">www.nlrb.gov</a>
Discrimination, harassment, and retaliation	<b>EEOC</b> —Equal Employment Opportunity Commission 800-669-4000 TTY: 800-669-6820 <a href="http://www.youth.eeoc.gov">www.youth.eeoc.gov</a>
Safety and health information on bleach and disinfectants	<b>AAPCC</b> —American Association of Poison Control Centers 800-222-1222 <a href="http://www.aapcc.org">www.aapcc.org</a>



This project was funded by NASDA Research Foundation under cooperative agreement #X8-83456201 with the **U.S. Environmental Protection Agency** and created by the Federal Network for Young Worker Safety & Health, an inter-agency group dedicated to protecting the health and safety of young workers.  
EPA order # 735F12014

# SOLD on SAFETY:

## A Safety and Health Guide for Young Workers in Retail



**DO YOU WORK** in a grocery, department, convenience, or other store? This guide gives you important information about how to work safely and protect yourself from injury.

## Organize with your co-workers.

### YOU HAVE A RIGHT TO:

- Join or refuse to join a union without being punished.
- Work in a group to try to improve working conditions, pay, and benefits, which may include talking about working conditions and bringing concerns to supervisors or others without being punished.



## How old do I have to be to work in retail?

Generally, you have to be at least 16-years-old. If you are under the age of 18, you cannot perform dangerous jobs such as using a baler, compactor, or meat slicer. 14- and 15-year-olds can only work in certain jobs for limited periods of time. **State laws** may include additional rules.



When standing for long periods:

- Wear comfortable shoes.
- Stand on a mat.
- Change position often.

## Struck by Objects

You can get cuts, bruises, or broken bones at work if you're struck by things like tools, carts, hand trucks, or doors.



**TO WORK SAFELY:**

- Keep your workspace neat.
- Open doors slowly. Use caution around corners and when carrying items.
- Stack materials carefully so that they won't slide or fall.
- Be aware of people, equipment, and vehicles in your work area.



## Slips, Trips, and Falls

Injuries—sometimes very serious ones—at work are common from slips, trips, and falls.

**TO WORK SAFELY:**

- Avoid running or rushing.
- Report or clean up spills and trash.
- Report potentially dangerous situations, such as uneven flooring.
- Keep walkways clear.
- Wear shoes with non-skid soles.
- Avoid distractions.
- Use a ladder to reach high objects. Never stand on the top step of a ladder or climb racks or shelves.

## Bleach and Disinfectants

Unprotected or accidental exposure can cause skin irritation, burning of the throat, nose, eyes, as well as headache, dizziness, and nausea.

**TO WORK SAFELY:**

- Always read and follow the labels on all cleaning and disinfectant products before you use them.



- Wear label-required clothing—gloves, eye protection, shoes, and protective clothing.
- Never mix cleaning products! When mixed, chemicals can produce dangerous fumes.
- Never reuse the container!



## What are my rights at work?

**A safe and healthy workplace.**

**YOU HAVE A RIGHT TO:**

- Tell your employer or OSHA about unsafe or unhealthy work conditions.



- Refuse to work if you are in serious danger, you asked your employer to fix the problem and they haven't, and you don't have time to call OSHA.
- File a complaint with OSHA within 30 days about retaliation, like being fired, because you complained about workplace safety or health or used other OSHA rights.

