



Work-Related Injuries Are Happening to Youth: Can We Make a Difference?

October 27, 2015



Meeting Orientation

- If you are having any technical problems with the webinar please contact the Adobe Connect hotline at 1-800-416-7640 or type your question into the Q&A box
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- Type any additional questions or comments into the Q&A box on the left

Moderator



Kimberly Rauscher
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Presenters



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Work-Related Injuries Are Happening to Youth: Can We Make A Difference?



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Young Workers Injury Surveillance and Prevention Project

Occupational Health Surveillance Program

Massachusetts Department of Public Health



Funded in part by the National Institute for Occupational Safety and Health

Overview

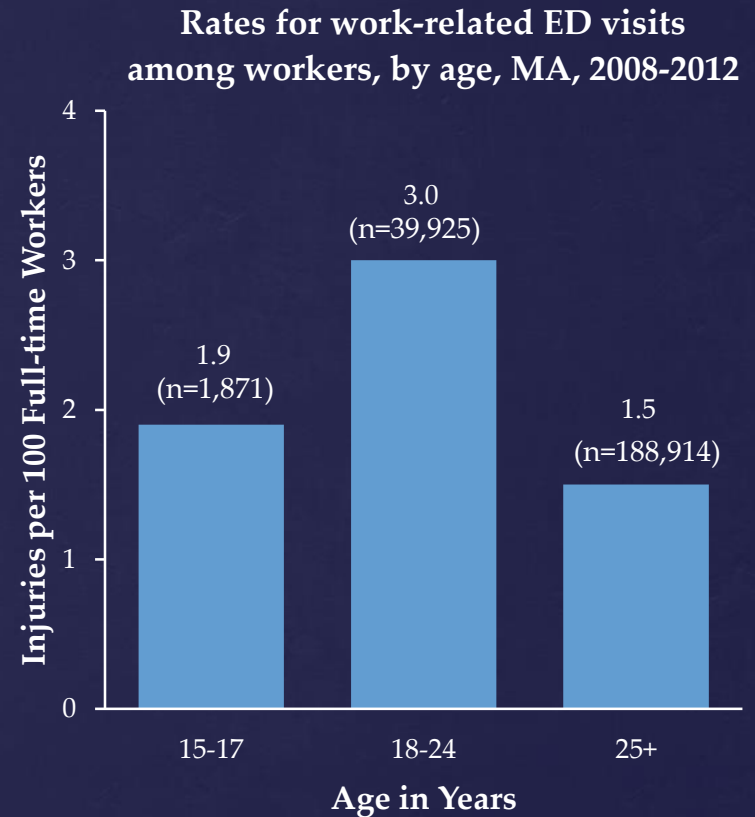
- ❖ Why focus on young workers
- ❖ Risk factors for working teens
- ❖ Young Workers Injury Surveillance System
- ❖ Young worker injury statistics
- ❖ Translating data to action

Poll Question 1

workforce

Why focus on young workers?

- ❖ In 2013, 13% of workforce was <25
- ❖ Young workers have high overall rate of non-fatal injuries compared to adults
- ❖ Unique risk factors



Risk Factors for Young Workers

- ❖ Job hazards
- ❖ Inexperience
- ❖ Inadequate training and supervision
- ❖ Employment in inappropriate/illegal jobs
- ❖ Development characteristics (not just little adults)
 - ❖ Physical
 - ❖ Psychosocial
- ❖ Balancing school and work

Teens who work long hours may experience:

- ❖ Lack of sleep
- ❖ Difficulty staying awake in class and less time for homework
- ❖ Negative effects on learning
- ❖ Increased use of stimulants, e.g. caffeine, nicotine
- ❖ Increased stress



Massachusetts Young Workers Injury Surveillance and Prevention Project

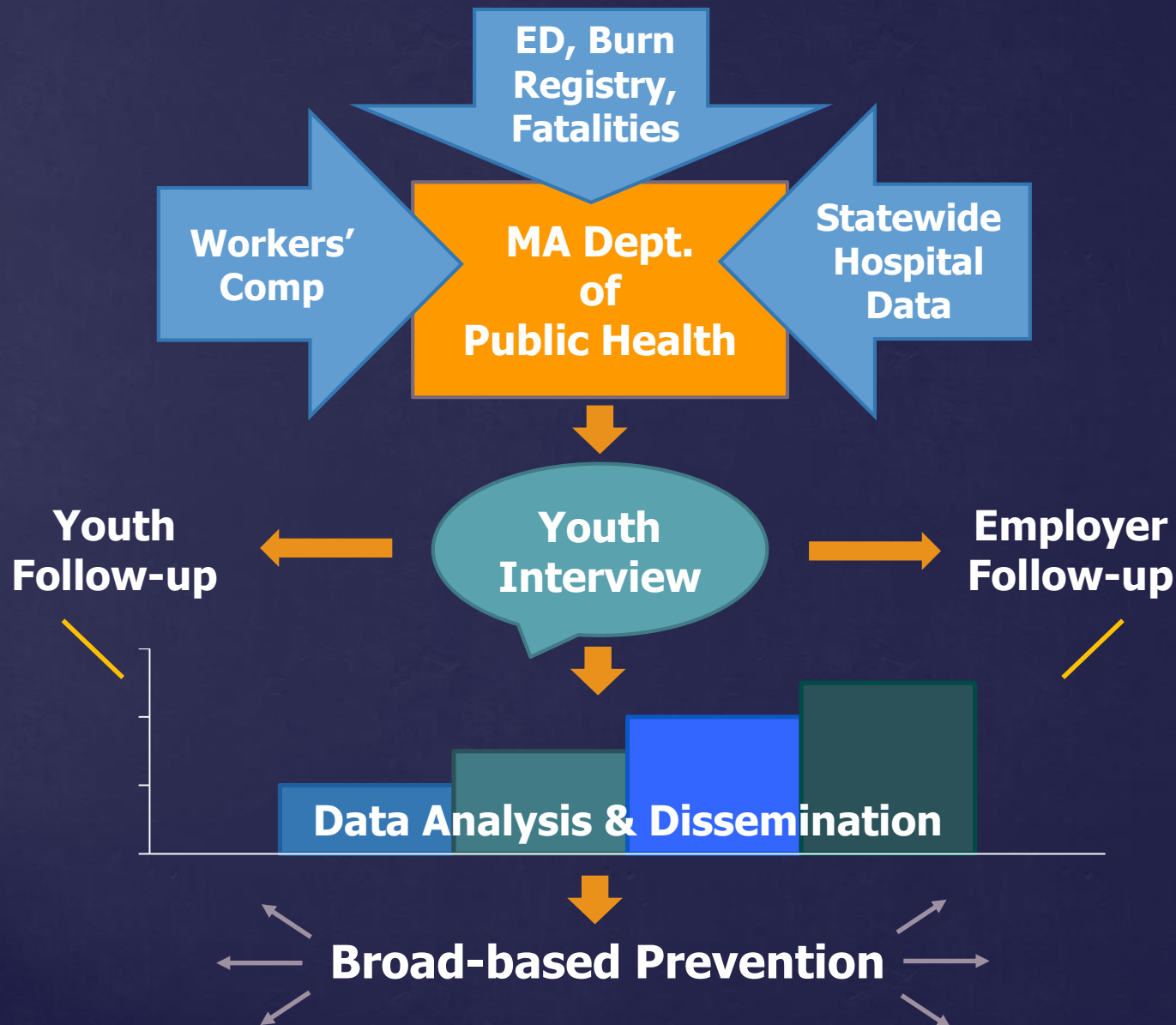
- ❖ 1993: Public health regulations require hospitals and providers to report work-related injuries to teens (persons less than 18)
- ❖ 1993: NIOSH funding obtained to conduct statewide surveillance of teen work-related injuries



Goals of the Young Workers Project

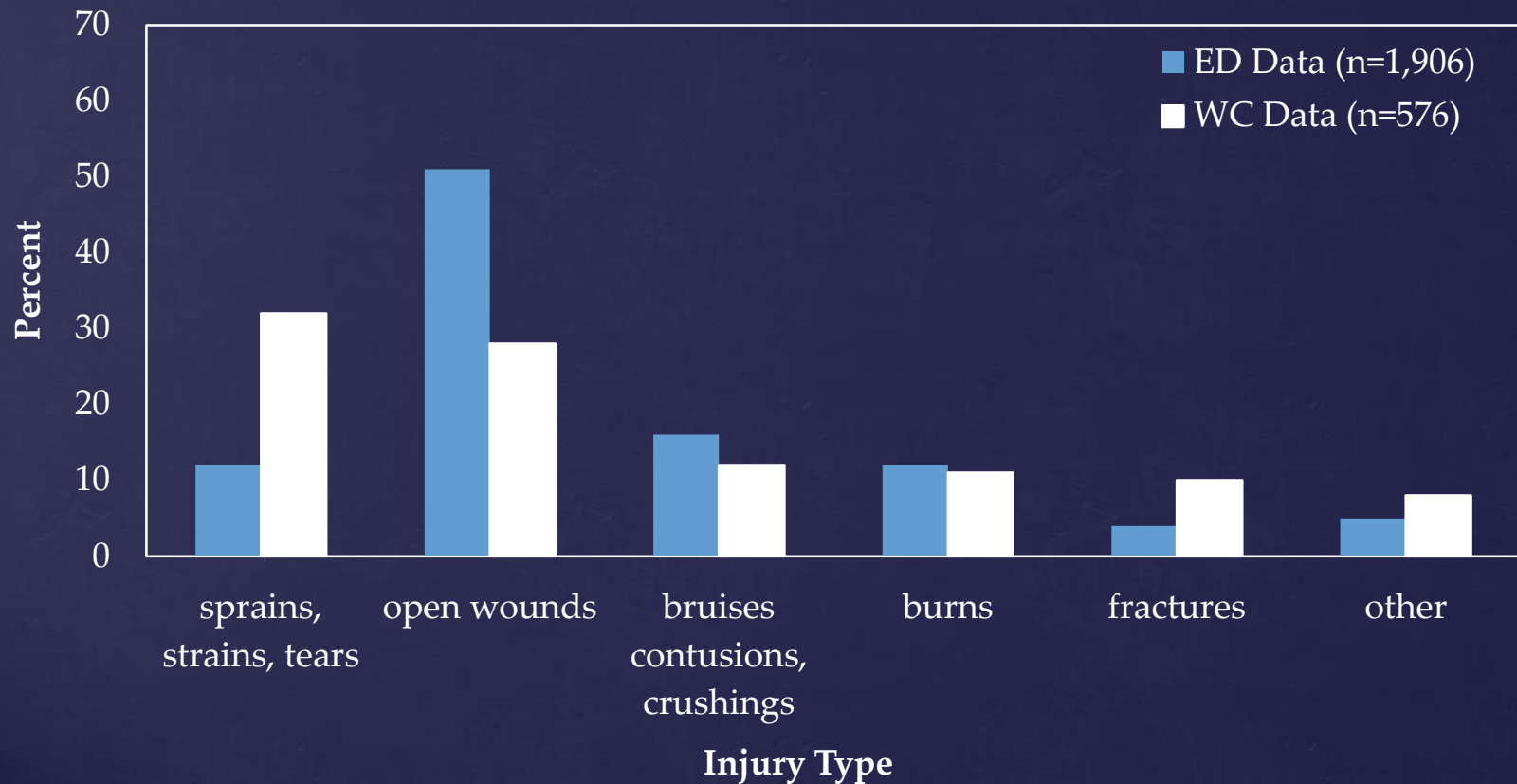
- ❖ To identify sentinel cases
 - ❖ To target work site follow-up
 - ❖ Gather more detailed information about circumstances of injury
 - ❖ Case studies
- ❖ To generate summary data to target broad-based prevention efforts
- ❖ Use data to promote prevention activities at state and local levels

Massachusetts Surveillance System for Work-Related Injuries to Youths <25



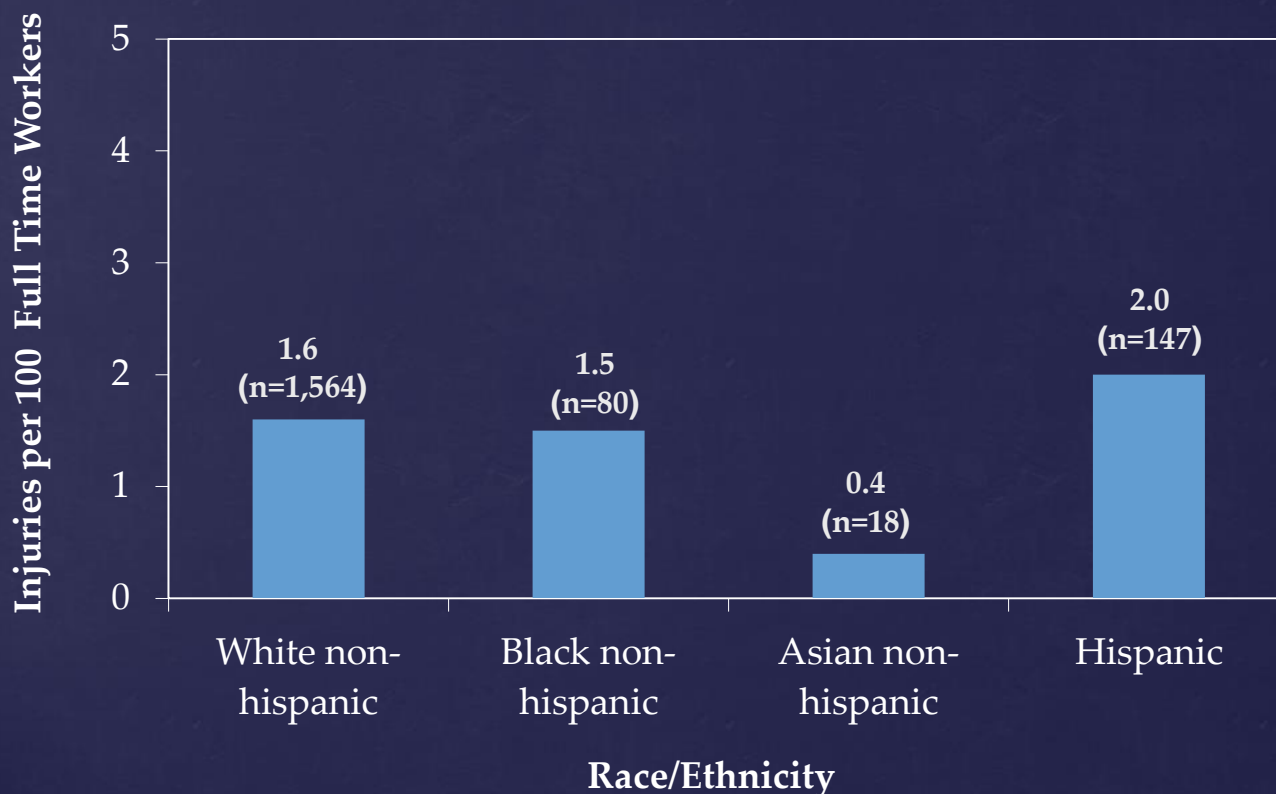
Injury Statistics

Distribution of work-related injuries among 15-17-year olds, by injury type and data source Massachusetts: 2008-2012



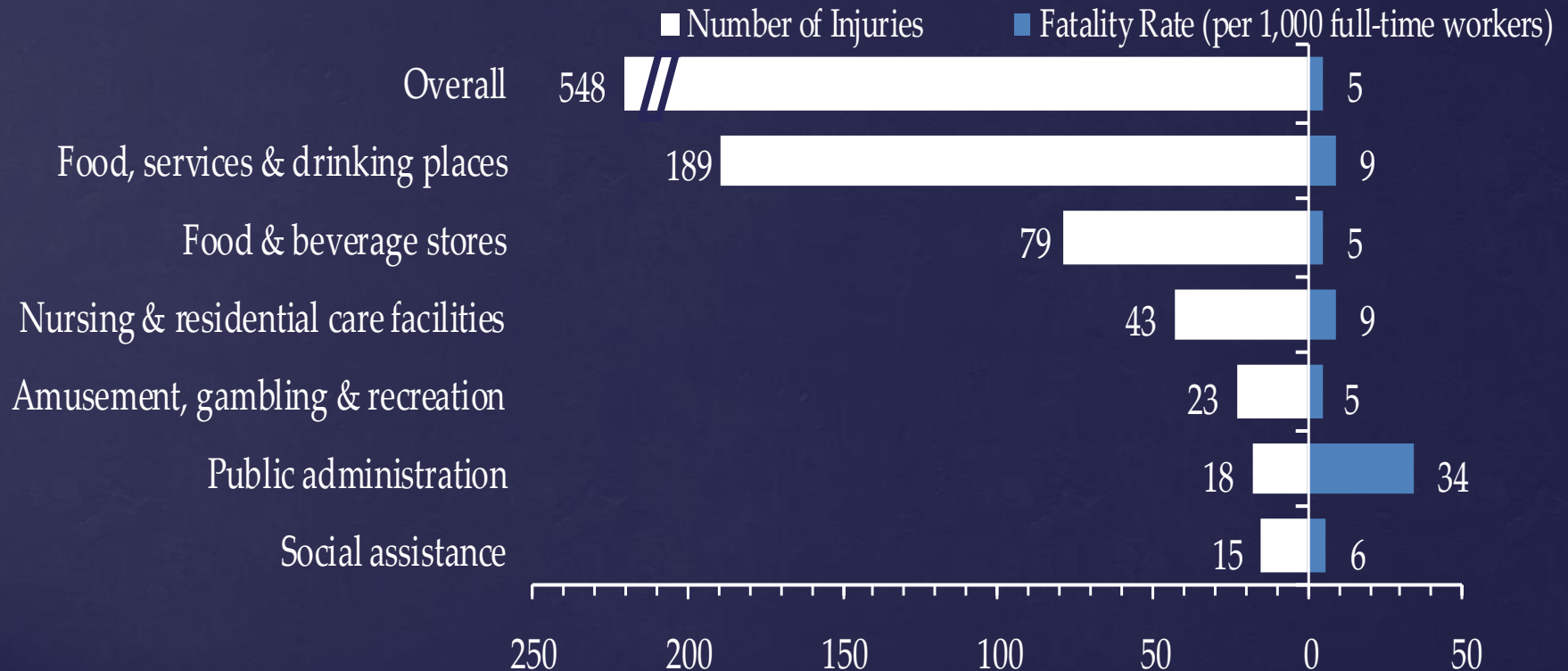
Average annual rates of emergency department visits for work-related injuries among 15- to 17- year-olds, by race and ethnicity

Massachusetts: 2008-2012



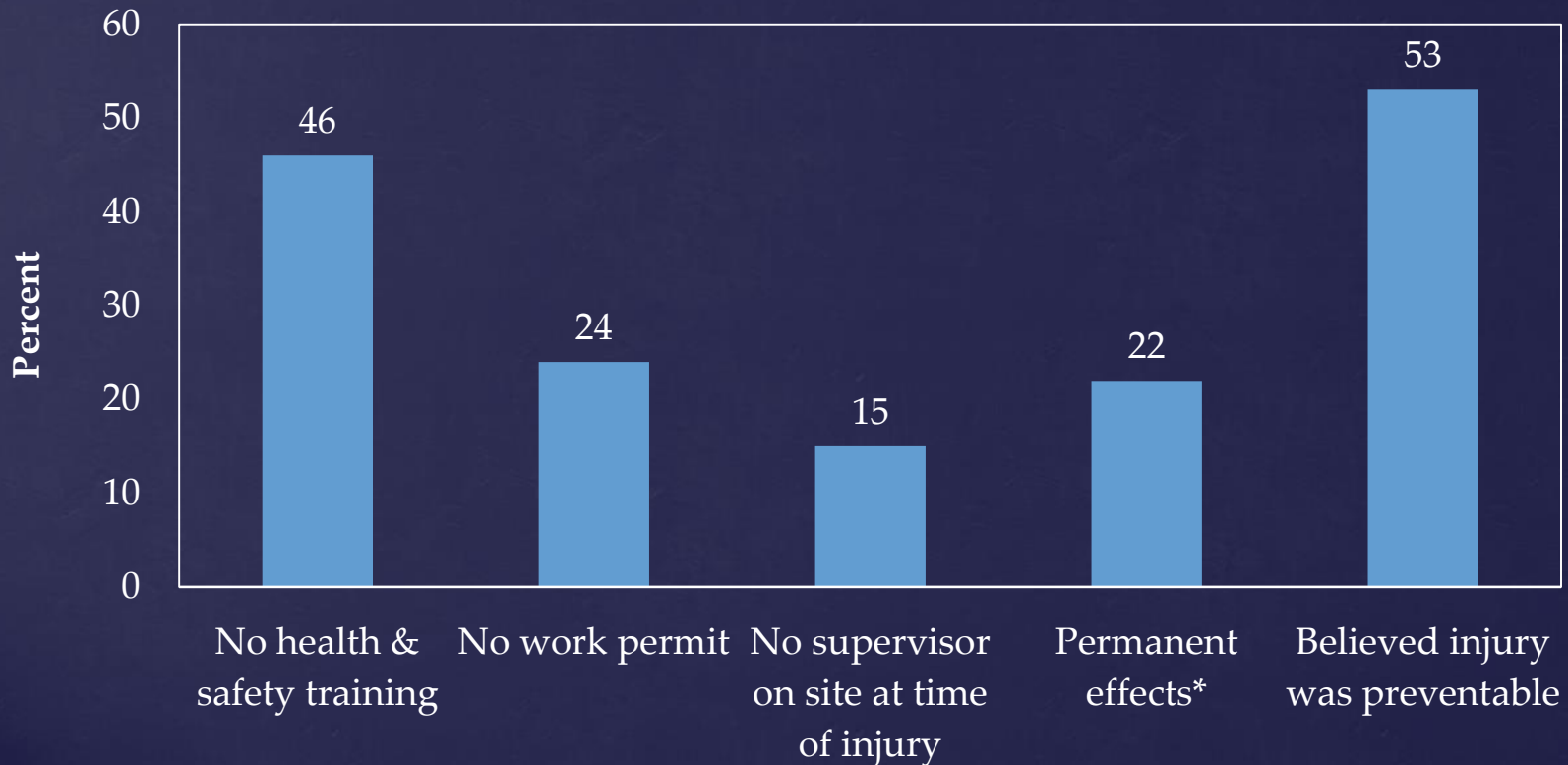
Average annual rates of workers' compensation claims for injuries among 15- to 17- year-olds, by industry

Massachusetts: 2008-2012



Interviews with Teens Injured at Work Massachusetts: 2008-2012

229 Interviewed Teens



* Anticipated permanent pain, limited sensation or loss of movement.

Narrative Results

- ❖ 10% reported that the equipment being used was malfunctioning or a safety device had been removed.

“The french fryer was low in oil partly because it hadn’t been working properly. We had notified the owner and manager but nothing had been done about it.”

- ❖ 9% appeared to be performing a task or working hours prohibited under the child labor laws.

“I was using the deli slicer to cut up lettuce.”

“I was working at 2:30 a.m. at a retail bakery.”

Narrative Results

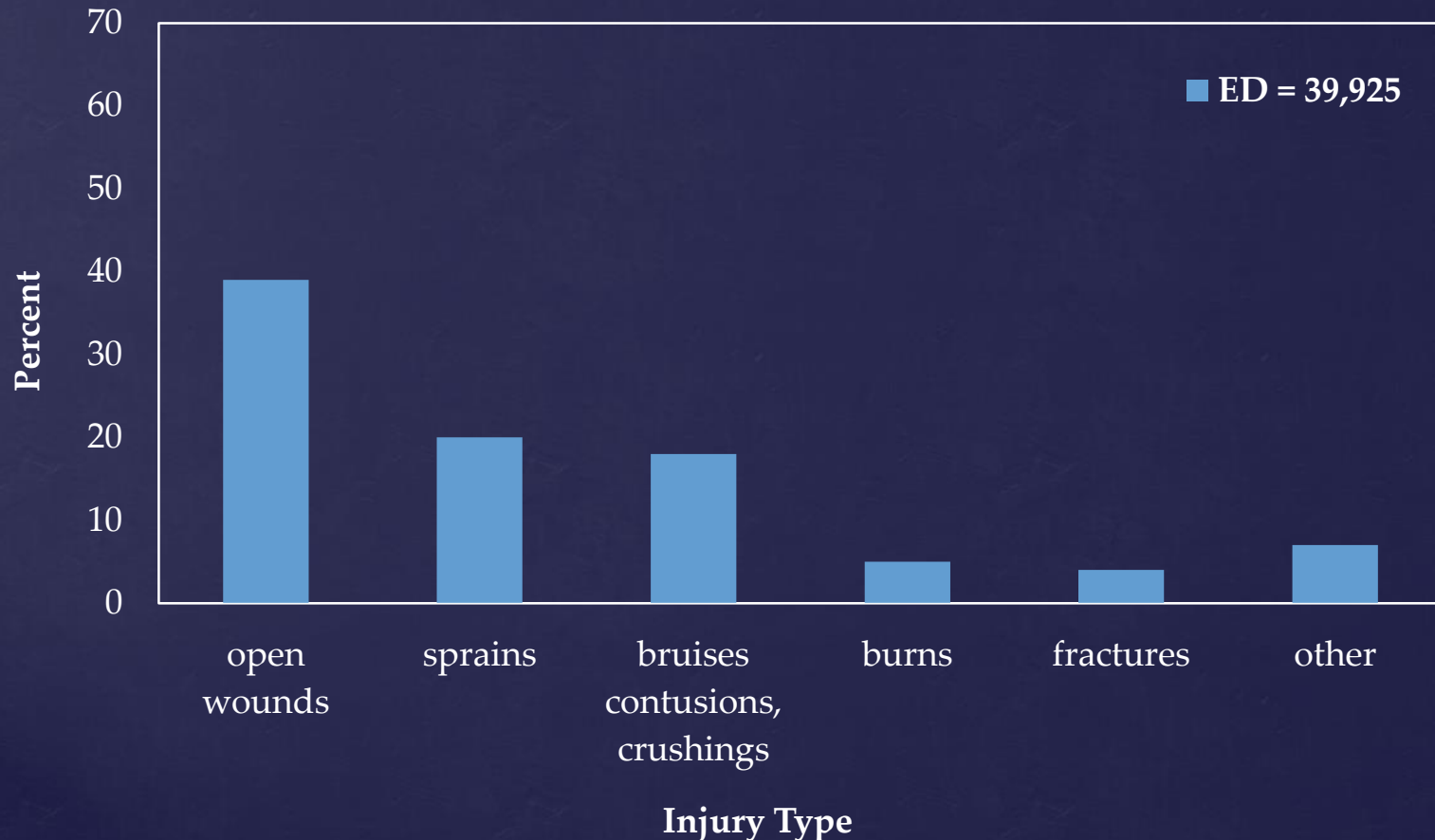
- ❖ 10% waited a day or more before seeking medical treatment.

“When I woke up in the a.m., my hand was swollen and red and purple, so I went to the ER where I was diagnosed with second degree burns.”

- ❖ 4% of adolescents reported that their supervisors made them stay at work.

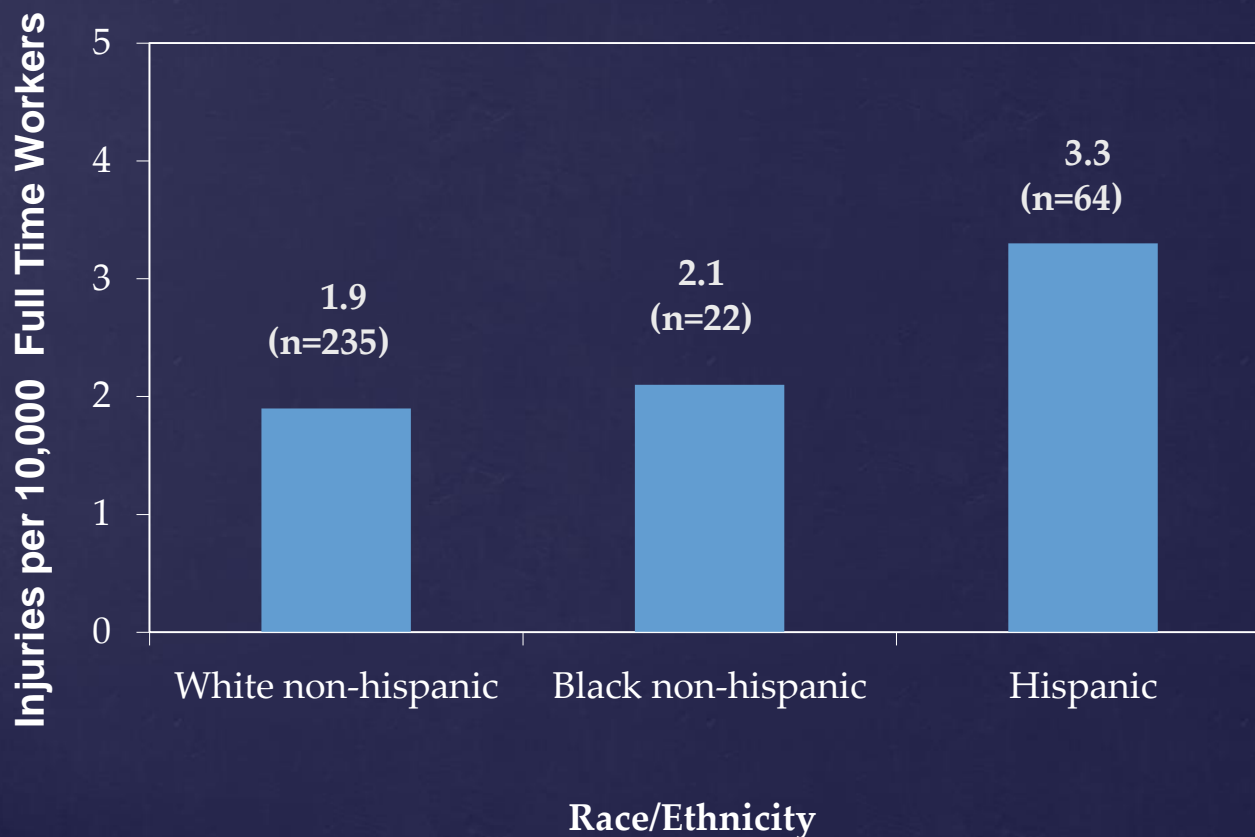
“Then I went to the supervisor who did not want to fill out an accident report and told me to work light duty. I worked 2 shifts that day while my finger kept bleeding.”

Distribution of work-related emergency department visits among 18-24-year olds, by injury type Massachusetts: 2008-2012



Average annual rates of hospitalizations for work-related injuries among 18- to 24-year olds, by race and ethnicity

Massachusetts: 2008-2012



Poll Question 2

activities

Putting Data to Work: The Three E's

❖ *Education*

❖ *Enforcement/Policy Change*

❖ *Environment/Engineering*

Education

Educational Materials

Talking Safety

Youth @ Work

Twice Safety Edition

Child Labor Laws in Massachusetts

2010

Legal Work Hours for Minors

14 & 15 Year Olds		16 & 17 Year Olds	
Work Hours	Maximum Hours	Work Hours	Maximum Hours
During the school year: <ul style="list-style-type: none"> Only between 7 am and 7 pm Not during school hours 	When school is in session: <ul style="list-style-type: none"> 18 hours per week 3 hours per day on school days 8 hours per day on weekends and holidays 6 days per week 	All year round: <ul style="list-style-type: none"> Only between 6 am and 10 pm on nights preceding a regularly scheduled school day If the establishment stops serving customers at 10 pm, the minor may be employed until 10:15 pm Only between 6 am and 10:15 pm on nights not preceding a regularly scheduled school day, except in restaurants and nightclubs until midnight 	All year round: <ul style="list-style-type: none"> 48 hours per week 9 hours per day 6 days per week
During the summer (July 1-Labor Day): <ul style="list-style-type: none"> Only between 7 am and 9 pm 	When school is not in session: <ul style="list-style-type: none"> 40 hours per week 8 hours per day 8 days per week 	After 8 pm, all minors must be directly supervised by an adult who is located in the workplace and who is reasonably accessible. <small>(With the exception of minors who work at banks in the common areas of some malls.)</small>	

All teens under 18 must get a Work Permit from the school.

Safe Jobs for Youth

Safety at for Coop Place!

Protecting Your Working Teen

A Guide for Parents

Work is a valuable experience for many teenagers. It can provide them with money, skills, and self-confidence. At the same time, working teens also face risks, even in places that are considered safe. In Massachusetts, hundreds of teens visit hospital emergency rooms each year, and many are injured or killed. In Massachusetts, hundreds of teens visit hospital emergency rooms each year, and many are injured or killed. Injuries at work should not be considered "part of the job."

Employers, young workers, and parents all have roles to play in protecting your teen's health and safety.

Steps you can take to help protect your teen's health and safety:

1. Know the child labor laws and make sure your teen knows them (see reverse).
2. Talk with your teen about his or her job:
 - Tasks - what your teen is asked to do.
 - Training - whether your teen has been assigned tasks safely.
 - The workplace itself - if there are slippery floors or machines without guards.
 - The supervisor - where the supervisor is when your teen is working, how the supervisor is listening to employees.
 - Safety equipment - if you have goggles, gloves, special equipment.
3. Set limits on hours:
 - Studies have shown that teens who work more than 20 hours a week have a higher risk of injury.
 - Teachers report that teens who work long hours are less alert in class.

For more information, contact the National Labor Relations Board at (617) 624-5632 | teens.atwork@nlrb.gov

Prohibited Jobs for Minors

Persons under 18 may NOT:

- Drive a vehicle, forklift, or work asset while (except golf carts in certain circumstances)
- Ride as a passenger on a forklift
- Operate, clean or repair power-driven meat slicers, grinders or choppers
- Operate, clean or repair power-driven bakery machines (except for certain quantity models and pizza dough rollers)
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular, chain, or hand saws, palette knives, wood chippers, and chain saw cutting discs
- Use power-driven sandblasting machines
- Perform maintenance, or work from ladders, scaffolding, or paper processing equipment
- Work in an area where the temperature is consistently below 32 degrees Fahrenheit or above 100 degrees Fahrenheit
- Work in an area where the temperature is consistently below 32 degrees Fahrenheit or above 100 degrees Fahrenheit

NOTE: This list is not exhaustive. Other prohibited jobs include:

- Working in a meat processing establishment
- Working in a public utility (except for a public utility (except for the job-site)
- Working in a restaurant (if working a waitress)
- Working in a factory, laundry, or laundry
- Working in a fish, poultry, canning, or logging
- Working in a public utility (except for a public utility (except for the job-site)

Resources for:

- Boston Office
- Springfield Office
- Worcester Office

There are a few exemptions as news carriers, in a special permit.

For more information, contact the National Labor Relations Board at (617) 624-5632 | teens.atwork@nlrb.gov

FIRST AID for BURNS

In RESTAURANTS

1. IF YOU GET BURNED First GET AWAY from the heat source.
2. Run COOL WATER slowly over the burn area for several minutes.
3. COVER the burn with a clean, dry cloth or bandage.

MEDICAL HELP IMMEDIATELY

A burn covers a large body area. A burn causes extreme pain or numbness, produces blisters, or electrical shock caused the burn.

Do NOT break a blister unless told to do so by a doctor.

Remove clothing or dirt stuck to the burn.

Do NOT use ice or water, butter, first aid creams, sprays or ointments.

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The Massachusetts guide for working teens

Protect Your Health | Know Your Rights

For more information, contact the National Labor Relations Board at (617) 624-5632 | teens.atwork@nlrb.gov

EMPLOYER TIPS

7 Steps to Safer Teen Jobs

1. Know the child labor laws and make sure your teen knows them (see reverse).
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Health and safety training



Massachusetts Youth Employment & Safety Team (YES Team)

Eight state & federal agencies w/interest in protecting and promoting the health and safety of MA young workers:

- ❖ Department of Public Health
- ❖ Attorney General's Office (AGO)
- ❖ Department of Labor Standards
- ❖ Department of Industrial Accidents
- ❖ Elementary and Secondary Education
- ❖ Commonwealth Corporation
(workforce development)
- ❖ OSHA Regional Office
- ❖ US DOL Wage & Hour Division









Statewide Public Awareness Campaign

Youth Employment Laws

If you're a teen and you've got a job, you have rights.
Do you know what the minimum wage is?
Or how many hours you can work?

There are also restrictions on working alone at night and all kinds of work hazards to be aware of. Want to know more? Click on any topic to find out further information.

-  **Minimum Wage**
-  **Locking Up**
-  **Late Night**
-  **Work Hazards**



Brought to you by the Office of Attorney General Martha Coakley

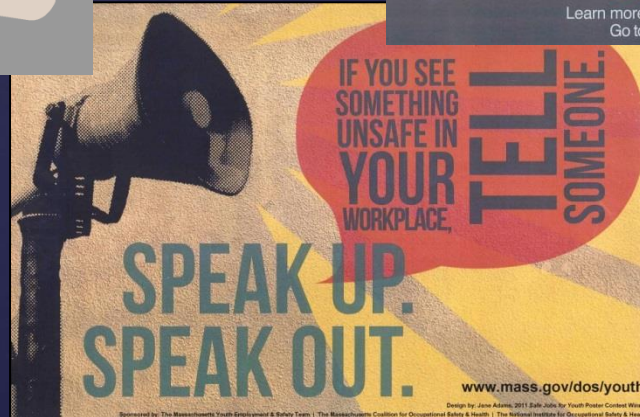
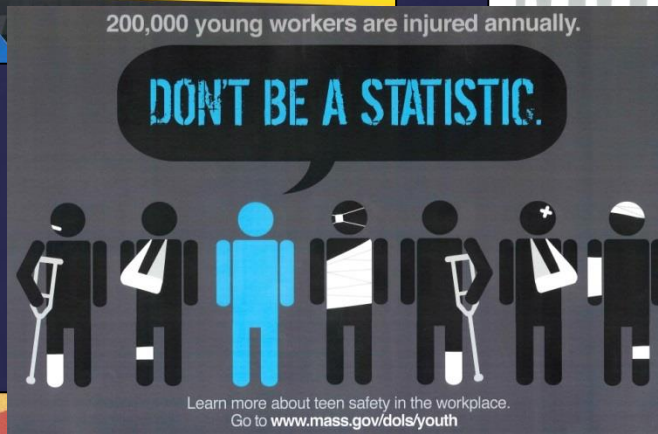
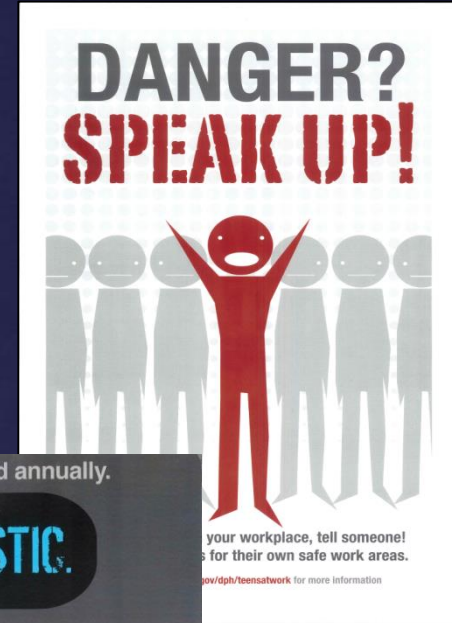
Labor Low Down | www.laborlowdown.com

Safe Jobs for Youth Poster Contest Awards Ceremony



Safe Jobs for Youth Poster Contest Winners, 2011-2014

TEENS SHOULD BE ABLE TO RECOGNIZE UNSAFE CONDITIONS IN THE WORKPLACE AS EASILY AS THEY RECOGNIZE THESE ICONS.



Enforcement/Policy Change

New MA Protections for Vocational Students and Teachers

❖ Worksite follow-up of
amputation in school
shop class



❖ Changes in statewide
school health and
safety policy

INJURY INVESTIGATION REPORT
Occupational Health Surveillance Program
August 2003 Vol. 6, No. 2
Massachusetts Department of Public Health

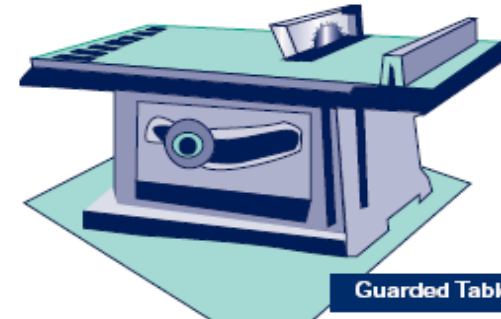
FACE Facts



A 15-Year-Old Student Amputates Fingers While Operating an Unguarded Table Saw in Woodworking Class - Massachusetts

Industrial arts provides students with important opportunities to learn technical skills and introduces them to the work environment. Occupational safety and health is a crucial component of this work preparation, both for safety in the school shop and to develop safe work skills for the future.

Incident: In 2003, a 15-year-old student amputated one left finger (both joints) and a portion of another left finger and thumb while operating an unguarded table saw in a woodworking class at a school. The saw, manufactured in 1991 and equipped with a 10-inch woodworking blade, was located in the woodworking shop, near the shop door. The student was making a lengthwise cut (ripping) and reached around to the back side of the unguarded saw blade to grab the cut piece of wood. The student's two fingers and thumb came in contact with the rotating saw blade, resulting in the serious injuries to the left hand.



Guarded Tablesaw

To prevent similar incidents, schools that have woodworking shops should:

- Ensure that the manufacturers' supplied guards are installed on all table saws, and that the guards function properly and are used at all times.
- Position tables at the backside of saws to prevent the work pieces from falling off the saws and onto the floor.
- Design the woodworking shop layout to reduce distractions to equipment operators.
- Provide woodworking class conditions that at a minimum meet safety and health standards set by the Occupational Health and Safety Administration (OSHA) and train students about these standards.

REFERENCES

Code of Federal Regulations, 29 CFR 1910.213, Machinery and Machine Guarding, Woodworking machinery requirements
U.S. Department of Labor, Occupational Safety and Health Administration, Small Business Safety Management Services, A Guide for Protecting Workers from Woodworking Hazards, OSHA 3157 10-00.
Delta International Machinery Corporation, Instruction Manual, Ten-inch Contractor's Saw, Model 34-444, 10-15-91.
National Safety Council, Safeguarding Concepts Illustrated 6th Edition, 1995.

Workplace Violence Added to State Plan Addressing Youth Violence



- ❖ State \$\$\$\$ for community based project for youth
- ❖ Leadership Education and Action to Promote Safety (LEAPS Academy)



Massachusetts Child Labor Laws Strengthened

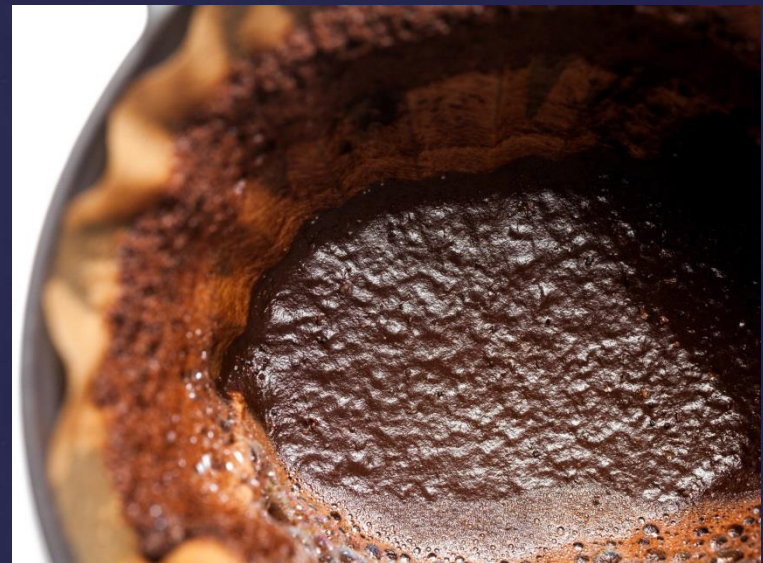


- ❖ New civil enforcement proceedings
- ❖ Supervision after 8 pm
- ❖ Revised work permit process

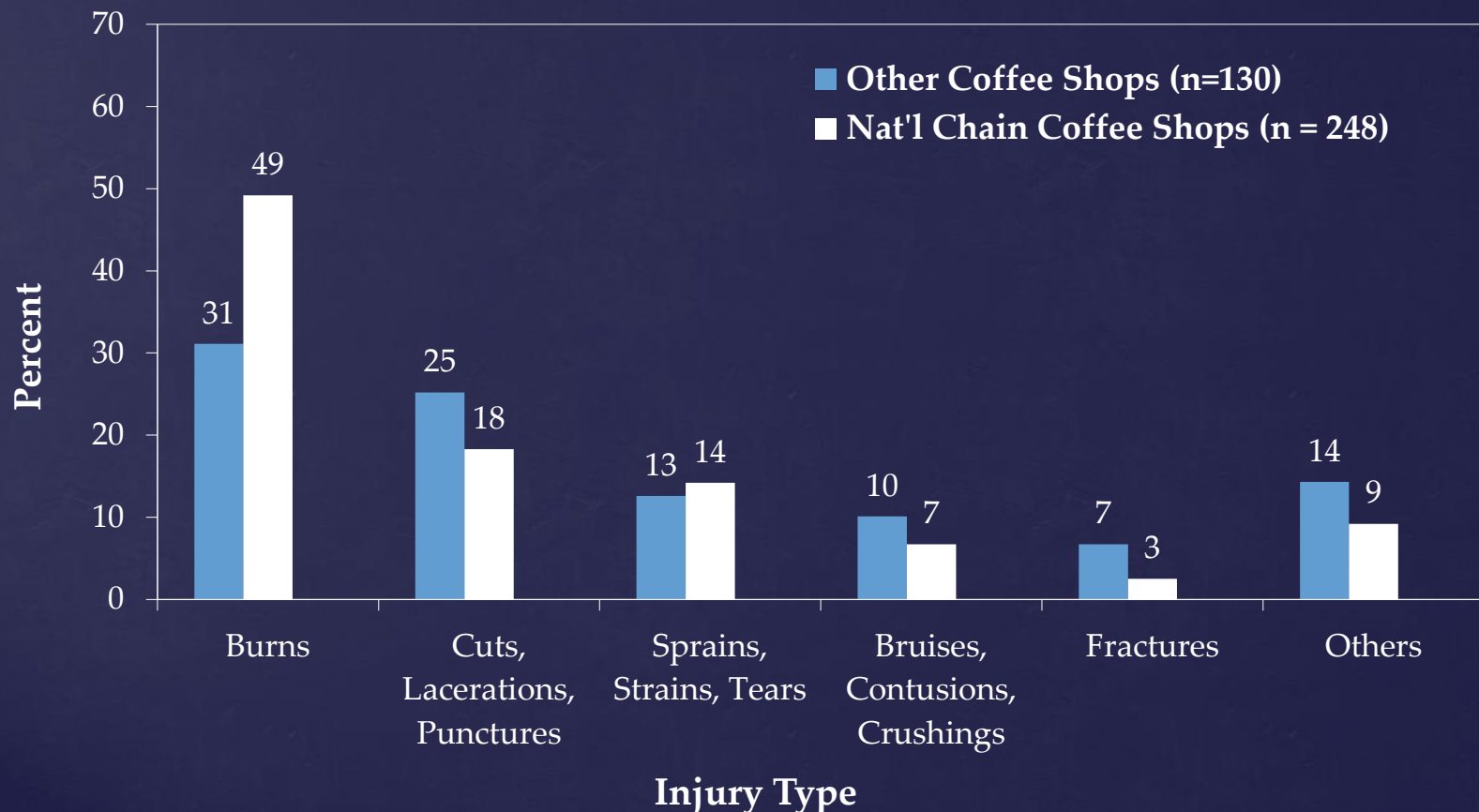
Environment/Engineering

Case Study – YWP & Coffee Shops

1998: Injury to teen worker initiates closer look at retail bakery industry data



Occupational Injuries to Teens Working for Nat'l Chain and Other Coffee Shops, by Injury Type, Massachusetts, 1993 - 2002



Source: Massachusetts Department of Public Health, Teens at Work Injury Surveillance System

1999: The Burn Culprit – Coffee

Interviews

- ❖ Follow-up interviews with injured teens, 1993-1999 (N=33)
- ❖ Similar stories:
Hot coffee/grounds spilled over hand when pulled out brew basket



2000: Compelling the Customer

- ❖ 100's of franchise owners and corporate staff present
- ❖ Summary data compelling to franchise owners
- ❖ Sparked corporate communication w/manufacturer

2003: Brew Basket Retrofit



SplashGard® Funnels PATENT #6,055,400

and innovative idea from BUNN that safety of your beverage brewing process.

Since its funnel design to further reduce the risk of injuries to food handlers, Bunn has inadvertently removed the brew funnel too soon or too quickly and caused spills. Our development work led to an improved funnel design to help prevent spills that may not have totally dripped out away from the person's hand.



Spill with traditional funnel



Spill redirected with SplashGard® funnel

SplashGard® funnels will come in both all new and refurbished. They will be available after early June 2000 at all Bunn locations. Replacement funnels will be available in the SplashGard® design and are listed on the back of the manual.

For more information on the advantage of this new design for your food service operation, please call 1-800-837-8606.



Stainless Steel Funnel, above
Plastic Funnel, left



The Mark of Quality in Beverage Equipment Worldwide

BUNN-O-MATIC CORPORATION
1400 Stevenson Drive
Springfield, Illinois • 62703
(800) 637-8606 • Fax (800) 542-4967
www.bunnomatic.com

2011: Burns Were Still Occurring

Interviews, 2006-2011 (N=14):

“I was changing the coffee filter and **did not realize it was still going...** as I was taking it out, the grinds went all over my left arm.”

“I was pulling out the coffee filter to make more coffee **but it was still brewing.** Hot coffee and grounds poured over my hand and wrist.”

Recent Developments

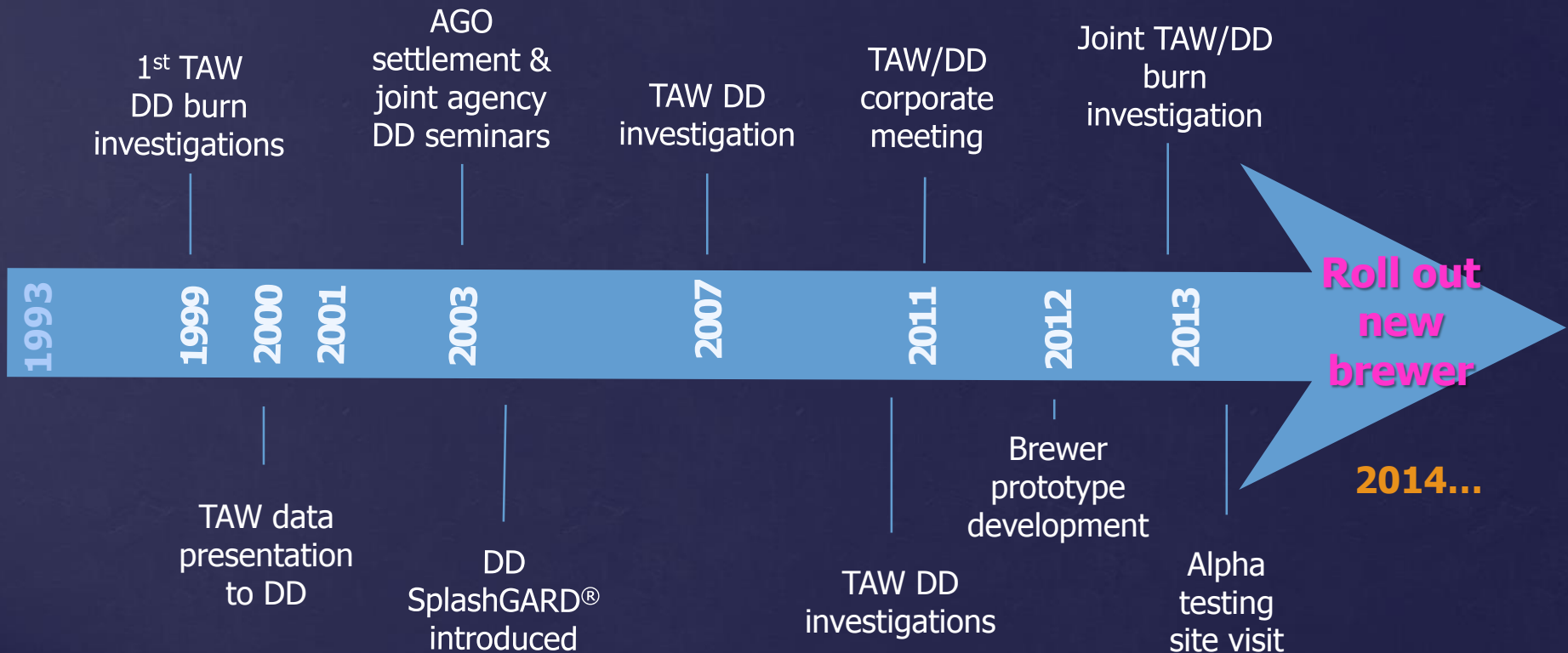
- ❖ **2011:** Meeting with Coffee Chain corporate headquarters
- ❖ **2012:** Follow-up report on corporate meeting highlights
- ❖ **2013:** New brewer prototype developed
- ❖ **2014:** Brewer alpha testing site visit by TAW

2014: Interlock Brewer Rollout

- ❖ **New interlock:** Basket cannot be pulled out until brewing is complete
- ❖ 3,730 units sold, 1,200+ restaurants nationwide
- ❖ **Potential impact:** 13,000 franchise locations

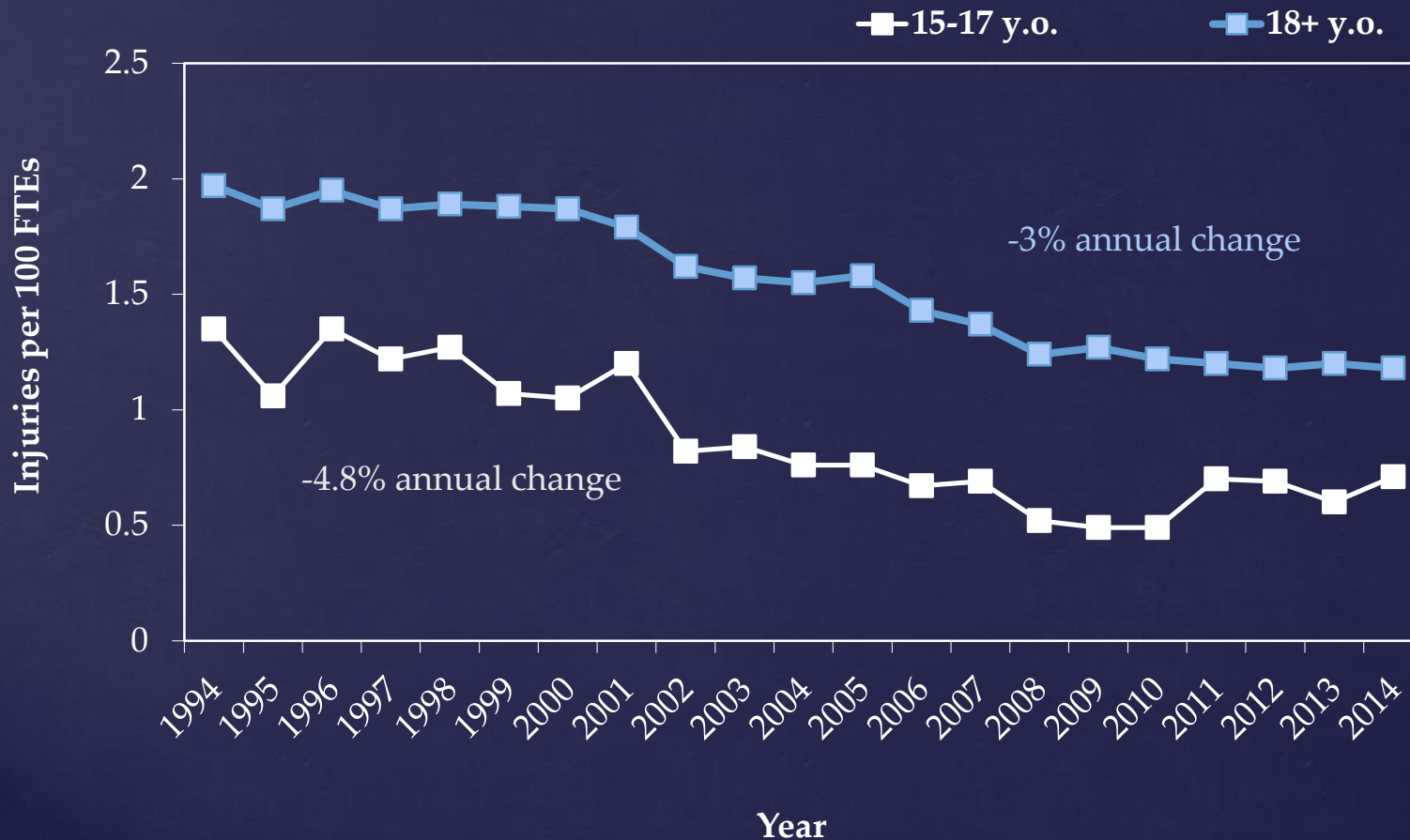


Surveillance to Practice in MA Coffee Shops



Can we make a difference?

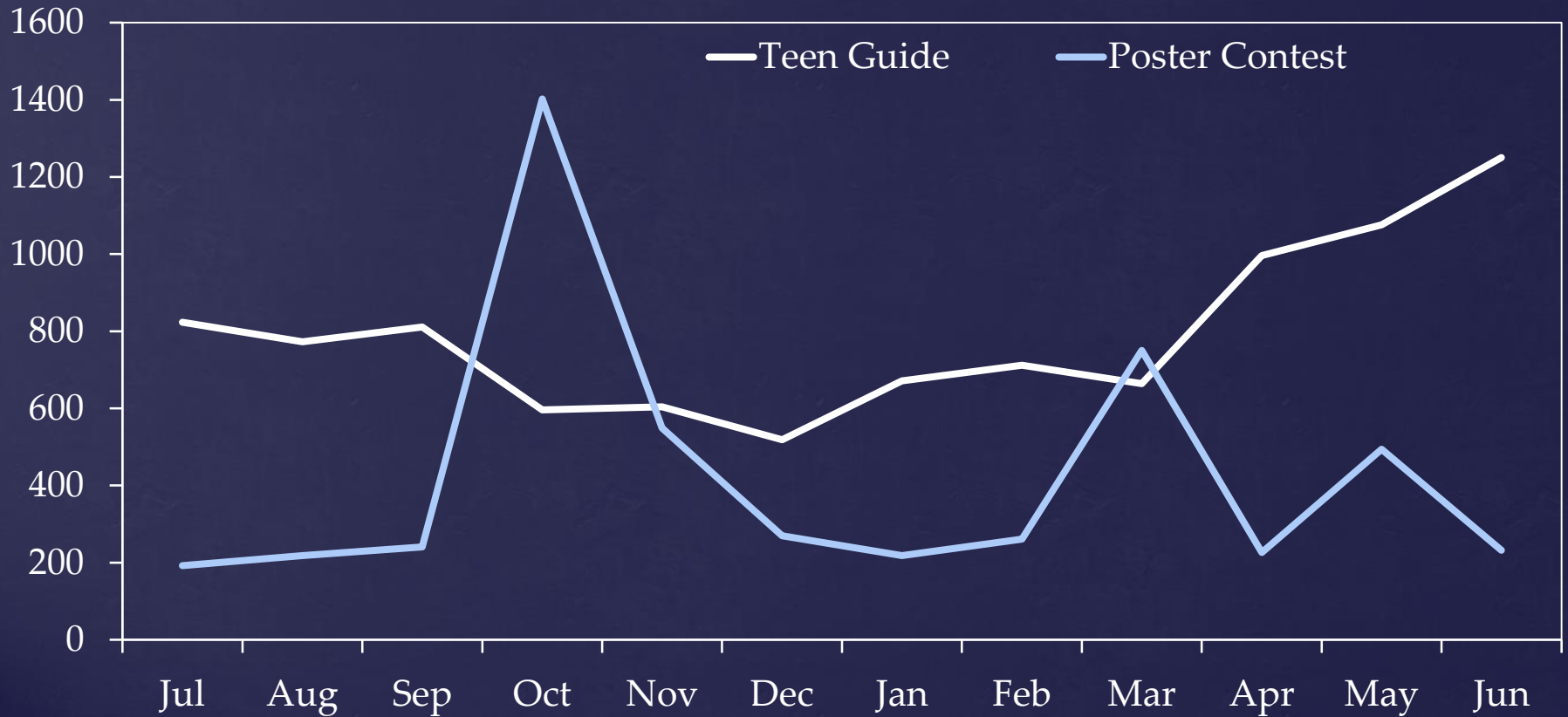
Rates of workers' compensation claims filed for work-related injuries by age Massachusetts, 1994 - 2014



Poll Question 3

Social media

Active dissemination of data produces requests for educational materials



Social Media Increases Awareness



Blog



Twitter

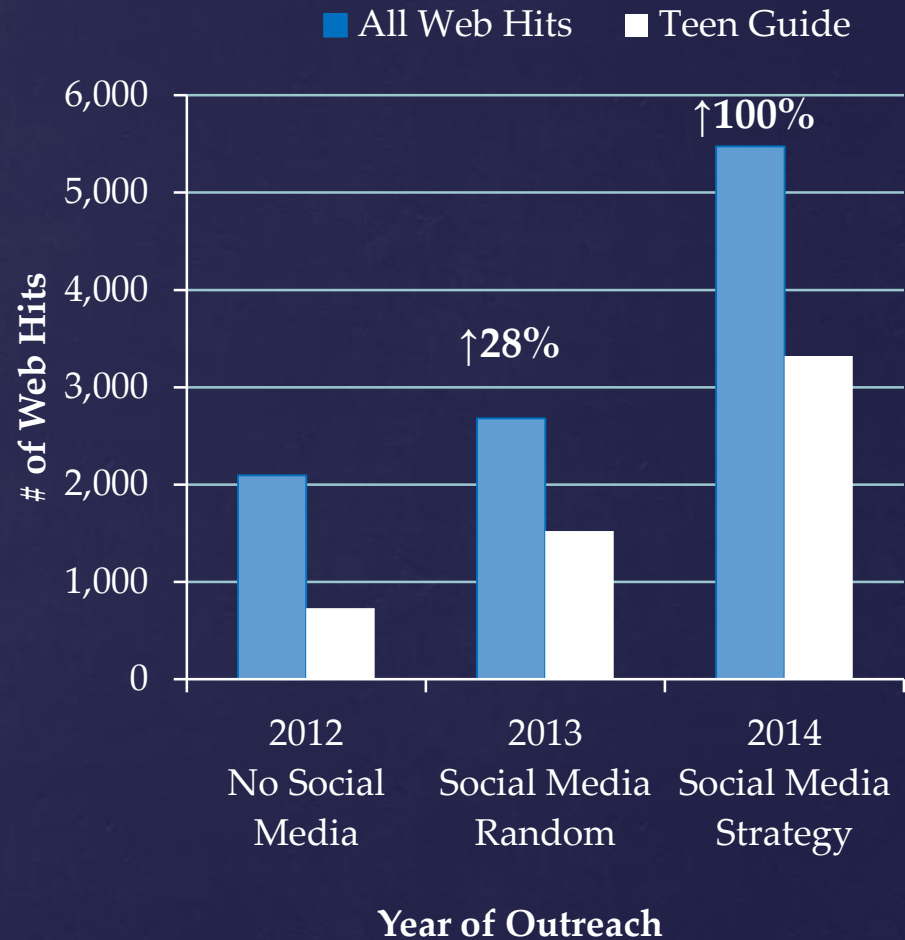


Website Features

Social Media Impact?

- ❖ **2012:** Barely used social media
- ❖ **2013:** Actively used social media to promote project activities
- ❖ **2014:** Piloted social media *strategy* to promote project activities

Web Hits – Surveillance Update Mailing (Apr-May)



Awareness on Social Media

*2013 Retweet
by Mass
Governor*

Twitter share

The screenshot shows a Twitter interface with a navigation bar at the top containing 'Home', 'Connect', 'Discover', and 'Me'. A search bar is on the right. The main content area features a tweet from @MassGovernor, dated 14 Mar, which is a retweet of a post from @MassLWD. The retweeted post includes an image with the text '200,000 young workers are injured annually. DON'T BE A STATISTIC.' and a call to action to visit www.mass.gov/dols/youth. Below the image, it says 'Ow.ly - image uploaded by @MassLWD' and 'By MassLWD @MassLWD'. The tweet also shows 5 retweets and 1 favorite. The background of the screenshot is a large, faded watermark of the Seal of the Commonwealth of Massachusetts.

Conclusions

- ❖ Young worker injuries need to be addressed
- ❖ Statistics paired with stories can be powerful
- ❖ Change can take time (more than you think)
- ❖ Partnerships are crucial to success

Thank you!

Please take a moment to complete our short evaluation:

<https://www.surveymonkey.com/r/X93LYQF>

Contact Information

Children's Safety Network

Education Development Center, Inc.

43 Foundry Ave, Waltham MA 02453

www.ChildrensSafetyNetwork.org

617-618-2178