



RESOURCES FOR YOUNG WORKERS

YouthRules!

WWW.YOUTHRULES.GOV

Department of Labor - Wage & Hour

1.866.487.9243

WWW.DOL.GOV/AGENCIES/WHD

Occupational Safety and
Health Administration (OSHA)

1.800.321.6742

WWW.OSHA.GOV

U.S. Equal Employment
Opportunity Commission (EEOC)

1.800.669.4000

WWW.EEOC.GOV

*When something happens in the workplace,
it can sometimes feel scary to report it.
Know that you're not in this alone. Find
your safe people, like a trusted adult, to
support you in this process.*

Find more information about Love146 at
WWW.LOVE146.ORG



WATCH A VIDEO WITH THE STORIES OF 8 YOUTH
FROM OUR SURVIVOR CARE & LEARN 10 FACTS
ABOUT CHILD TRAFFICKING BY HOLDING YOUR
PHONE CAMERA HERE OR AT LOVE146.ORG/LEARN.

*Founded in 2002, Love146 is an international
human rights organization that works to prevent
child trafficking and exploitation through
prevention education, survivor care, and
empowering an international movement.
Our programs are equipping youth to stay safe
from exploitation, caring for those who have been
trafficked, and supporting children as they seek
justice. The trafficking and exploitation of
children is one of the most severe human rights
abuses imaginable. But for us, the hope of ending
it is a reality. We believe in the power of love and
its ability to effect sustainable change. Love is the
foundation of our motivation.*

*No identifiable youth pictured in this piece are
known to be exploited.*



A GUIDE TO YOUTH WORKERS' RIGHTS FROM LOVE146



Everyone works or knows someone who works,
but how many of us know our rights in the workplace?
Where can you go or who can you talk to
if something happens at your job?
It's important that you

**KNOW YOUR WORKERS' RIGHTS TO
PROTECT YOURSELF AND YOUR FRIENDS.**



WAGE & HOUR

WHAT'S THE MINIMUM WAGE?

As of 2021, the federal minimum wage is \$7.25, but state minimum wages can vary.

- For example, Texas' minimum wage is \$7.25/hr, but in New York, it's \$15/hr.

However, in some states, it's legal for employers to pay workers under the age of 20 \$4.25/hr for the first 90 days after getting hired.

Whatever your wage is, know that hours worked should be hours paid! Review your paystub regularly. Make sure you keep a record of how many hours you've worked and calculate if they've paid you your hourly wage.

If your employer is making illegal deductions from your paycheck, that's wage theft. Examples of illegal deductions include taking money out of your check because:

- There's cash missing from the register.
- There's damage on the property (either caused by you or during your shift).
- Your employer miscalculated (either purposefully or accidentally) your wages/hours.

Keep in mind that there are age restrictions for the types of jobs youth can get. It is illegal for employers to hire young workers for certain jobs. Some examples of eligible workplaces under federal law include:

- 13 or younger: Babysitting, delivering newspapers
- 14-15: Office work, grocery stores, retail, movie theaters
- 16-17: Any job not considered hazardous by the Dept. of Labor

For information about specific jobs, visit
WWW.YOUTHRULES.GOV



SAFETY & HEALTH

You have the right to a safe and healthy workplace! Employers are responsible for making sure that:

- You aren't being hired to do dangerous or hazardous jobs.
- You are not exposed to dangerous chemicals or machinery.
- Hazards in the workplace are found, reduced or removed.
- You are given training and protective equipment.

For examples of dangerous or hazardous jobs for each age, visit www.YouthRules.gov.

You can also make sure that your work environment is safe for you and your coworkers by reporting hazards to your supervisor.

If your employer refuses to reduce or eliminate hazards, you can anonymously contact OSHA, the Occupational Safety and Health Administration. OSHA can inspect a workplace and make sure your employer are keeping you safe.

If you do end up reporting a hazard, either to OSHA or your supervisor, it is illegal for your employer to retaliate against you.



DISCRIMINATION & HARASSMENT

WHAT IS DISCRIMINATION?

Discrimination is when an employer treats you unfairly or badly based on race, sex, color, religion, national origin, disability, age (age 40 or older), or genetic information.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment happens when someone experiences unwanted sexual comments, content, or behavior in the workplace. It also includes behavior that is non-sexual, but based on gender.

You have the right to a workplace that is free from discrimination and harassment! Report an incident to a safe person, like a supervisor or someone in human resources. It is also illegal for your employer to retaliate against you for reporting an incident.

If your employer does not offer a solution or help, you can file a formal complaint with the U.S. Equal Employment Opportunity Commission (EEOC).

