**Goal**: From November 18 – 22, 2019, OSHA is partnering with stakeholders to increase awareness and promote workplace safety and health resources for employers and teen workers who are employed over winter break. This is part of a larger campaign to protect teen workers during summer jobs, or temporary jobs year-round. The 2019-2020 theme is “Keeping teen workers safe is everyone’s job!”

**What to know when posting on social media:**

* Use #KeepTeenWorkersSafe as the primary hashtag
* OSHA also will use #KeepWorkersSafe when relevant
* Tag @OSHA\_DOL so we can see your posts!
* Mention your organization or other relevant organizations
* Add relevant – but professional – emojis.

**Social Media Posts:**

Suggestions for content have been organized by the audience, and please feel free to modify these suggestions for your organization or audience. We’re also asking everyone to share a message similar to the following on Wednesday, November 20, 2019:

**I care about the safety and health of teen workers! #KeepTeenWorkersSafe**

## Messages for employers

* When employing teen workers, give clear instructions for each task. Being new to the workforce means many tasks that seem common will be unfamiliar to young workers. Provide hands-on training for the correct use of equipment. <https://www.osha.gov/dte/library/>
* Be sure you know what occupations workers under 18 are not allowed to perform: <https://www.youthrules.gov/know-the-limits/hazards/>
* Encourage teen workers to be safety leaders! Reassure them it is okay to report safety hazards, and work with them to eliminate hazards in the workplace. <https://www.osha.gov/safeandsound/docs/SHP_Better-Safety-Conversations.pdf>
* Be sure all workers, especially seasonal teen workers new to the work environment, are aware of workplace hazards and feel comfortable reporting any unsafe acts or conditions to you at any time. <https://www.osha.gov/youngworkers/employers.html>
* Are you employing teen workers this holiday season? Be certain all workers are properly trained, their work environment is safe, and they can implement your emergency action plans if needed. <https://www.osha.gov/Publications/osha3165-8514.pdf>
* Prepare all workers for emergencies. Teach workers how to locate evacuation routes and explain where to go if they need emergency medical treatment. <https://www.osha.gov/SLTC/etools/evacuation/evac.html>

## Messages for teens

* Did you know? Car crashes are the leading cause of teen deaths. Avoid distractions on your way to and from work, or while driving on the job. <https://www.youtube.com/watch?v=fBlx7TxJlZs&list=PL337F74DED367FDE7>
* Young workers: You have rights! Your right to a safe workplace is protected by federal laws. Tell a friend and share this video: <https://www.youtube.com/watch?v=bDprrB1xC1I>
* Safety takes teamwork! It takes you, your coworkers, and your supervisors to get the job done safely. <https://www.youtube.com/watch?v=MjnWMQeufI0>
* Report any safety concern or work injury right away! It’s illegal for employers to fire you for reporting a safety issue. <https://www.youtube.com/watch?v=k70Ln7gRWDE>

## Messages for parents and educators

* Hazards can exist on every job, and getting to and from work can have hazards too. Help teens remember to avoid distractions when driving and be aware of the hazards at work. <https://www.youtube.com/watch?v=YyEm-rsDA-A>
* Young people should know that they can report any safety concern or work injury right away, and that it’s illegal for employers to fire them for reporting a safety issue. <https://www.youtube.com/watch?v=k70Ln7gRWDE>
* Talk to young workers about health and safety hazards in the workplace, and their rights and responsibilities at work. <https://www.youtube.com/watch?v=MjnWMQeufI0>
* Teens have workplace rights! Let them know their right to a safe workplace is protected by federal laws. Share this video with the teens in your life: <https://www.youtube.com/watch?v=bDprrB1xC1I>

## Job-Specific Tips

*Here are some safety and health tips related to retail sales, restaurants, warehouses, forklifts, and delivery. Feel free to modify these suggestions at any time as appropriate for your audience.*

### Retail Sales

When large crowds are expected:
✅ Contact local fire and police agencies to ensure the event site meets all public safety requirements
✅ Prepare an emergency plan
✅ Properly train all workers
More safety tips: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

During the holiday season:

✅ Designate a worker to contact local emergency responders

✅ Have visible signs that describe entrance/exit locations, store opening times and the location of major sale items

More safety tips: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

### Restaurants

### ➤ 30%+ of restaurant workers are under 20 years old

### ➤ Whether it’s serving, cooking, or busing tables, each of these jobs has hazards

### ➤ Slips, trips, falls, burns, cuts, and muscle strains are the most injuries

Learn about safety & health requirements: <https://www.osha.gov/SLTC/youth/restaurant/#eTools>

### Warehouses

Prevent injuries caused by improperly stored materials:

✅ Stack loads evenly and straight

✅ Place heavier loads on lower or middle shelves

✅ Remove one object at a time from shelves

More safety tips for the holiday season: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

Improper lifting and repetitive motion lead to workers injuries:

✅ Use powered equipment

✅ Reduce lifts from shoulder and floor height by repositioning the shelf or bin

✅ Test the load to estimate its weight

More safety tips for the holiday season: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

### Forklifts

Forklift turnovers pose a significant hazard.

✅ Never allow anyone under 18 years old to operate a forklift

✅ Train, evaluate and certify all forklift operators

✅ Do not exceed 5 mph

More safety tips for the holiday season: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

Collision is a common incident that can occur when operating a lift truck.

✅ Adhere to posted warning signs

✅ Use the horn as an alert

✅ Provide adequate lighting in the facility

More safety tips for the holiday season: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

#KeepWorkersSafe from moving pallets collisions:

✅ Only allow trained workers to use pallet jacks

✅ Ensure windows in doors are low enough for workers to see what is coming

✅ Provide one-way entrances and exits

 More safety tips for the holiday season: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

### Delivery

.@OSHA\_DOL has resources to protect delivery workers this holiday season:

✅ Park on level ground & close to the receiving door/site

✅ Set and test brakes

✅ Place wheel chocks between the tandem wheels of the trailer

More safety tips: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)

.@OSHA\_DOL has resources to protect delivery workers this holiday season:

✅ Do not attempt to stop a rolling vehicle backing up

✅ Use flashers, horn, and backup alarms

✅ Stand clear when opening doors for unloading

More safety tips: [www.osha.gov/HolidaySafety](http://www.osha.gov/holidaysafety)