

# safety matters

Restaurant  
Toolbox Talks for

From your safety partners at Gallagher Franchise Solutions

## Teen Restaurant Worker Rights and Responsibilities

We hire teens because gaining early work and experience and earning money are rewarding. To ensure your work experience is safe, take time to fully understand your responsibilities and rights as a teen employee in our restaurant.

### Know Your Responsibilities

- Follow all restaurant safe work practices as directed by your manager.
- Don't be afraid to ask questions. Follow up with your manager if you feel you need further training, such as dealing with customers, performing new tasks or using new equipment.
- Don't rush. Working safely may seem to slow you down, but ignoring safe work procedures can lead to unnecessary injury or harm.
- Be aware of your working environment at all times. Don't become careless—even when you are more familiar with your tasks.
- Make sure to tell someone if you ever feel threatened or in danger at work. Talk to a supervisor, parent or other adult as soon as possible.
- Use your best judgment and trust your instincts while on the job. If someone asks you to do something that seems unsafe or makes you uncomfortable, check with your manager first.

- Not only is underage drinking illegal, it is never allowed in our restaurant. Being under the influence puts you and others at risk. If you suspect someone at work has been drinking, notify the manager on duty immediately.

### Know Your Rights

- You have the right to work in a safe and healthy workplace free of hazards.
- You have the right to refuse to work if you believe a job or working condition is unsafe and exposes you to immediate danger.
- You have the right to report safety hazards to your employer without the fear of being illegally punished or fired.
- You have the right to only work the limited hours and types of work permitted by state and federal laws.
- You have the right to receive health and safety information about equipment, job tasks and hazardous chemicals that may be harmful to your health.
- You have the right to demand payment for your work—at the least the current minimum wage allowed in your state.
- You have the right to request payment for medical care and workers' compensation if you become sick or injured on the job. You may also be

**Gaining early work experience as a teenager can be valuable, but it's important to understand your rights and responsibilities as an employee.**

entitled to lost pay benefits if you miss work due to a work-related illness or injury.

- You have the right to work in an environment free of racial or sexual harassment.