

TEEN WORKERS LAWS

Read the scenarios below and answer the questions the best way you can on a separate sheet of paper. Questions can be answered individually or in groups.

1. Lisa has been working at a fast food restaurant as a cashier for 6 months. She is fifteen years old and performs her job well. One day, both cooks are sick. The assistant manager asks Lisa to substitute for the cooks since she has been at the restaurant longer than some of the other cashiers working that day.

- What should Lisa do ?
- What should Lisa say ?
- If Lisa says yes and gets hurt, who will pay for it ?
- What should Lisa do if she says no, and gets her hours cut ?

2. John is 17 and has had his driver's license for 9 months. He works for a pizza chain answering the phone and taking orders. John knows that the delivery persons make a lot of money in tips. One night, a delivery person quits after an argument with the manager. Orders are piling up, and John knows that there is no way all of the orders can be delivered on time. John also knows he could make some extra money for the CD player he has been wanting for his car. John wants to be a helpful and flexible employee, so he offers to make some deliveries that night, just this once. While John is out delivering in the pizza delivery truck, he runs a stop light and runs into a car. The police come. Everyone is OK, but both the delivery truck and the other car are damaged.

- What can John be charged with ?
- What can happen to the pizza delivery store ?
- Who will pay for the damages to the pizza delivery truck and the car John ran into ?
- Do you think John was covered under the pizza delivery store's insurance ?
- Who will pay the bill if he's not covered under the store insurance ?
- What else could John have done to try to help the busy situation at the pizza delivery store ?

3. Karen is 15 and has been working at a business after school doing filing and typing. When she was hired, the employer told her that after she had worked 90 days, she would be eligible to receive the Federal Minimum Wage of \$5.15 per hour. Karen kept track of the days she worked, and after 110 days, she still had not received her promised pay increase. Her employer has also avoided bringing up the subject.

- What should Karen do ?
- What should she say to her employer ?
- Who should Karen contact if her employer refuses to increase her pay ?

4. Sam is 15, and has worked as a waiter at a local restaurant for 3 months. Sam's manager has told him that he needs Sam to increase his hours to 20 hours per week, and he also needs Sam to work from 4:00 to 9:00 P.M. on Monday and Tuesday nights. Sam has 6 months before he turns sixteen, and he is still going to school because it is March. His manager also says that if Sam can not work these hours, he is going to be terminated.

- What is wrong with the hours that Sam's manager wants him to work ?
- What should Sam say to his manager ?
- If Sam is fired can he report this information to anyone ? If so, who ?