

Minimum Working Age Consultation: COMMENTS from Parent Questionnaires

Note that question numbers correspond to those on the questionnaire for ease of cross-reference.

2. Have any of your children ever been employed? (For this questionnaire, delivering newspapers and private babysitting are not considered employment.)

My oldest just started a part time job at 18 years old
In the hospitality biz
my oldest is paid to referee hockey games with -----
Education was not respected by employers, or "rules" parents set out, such as no work on school nights.
My daughter worked at the age of 13 years old.
Not anymore; not enough time.
Inadequate training led to a lot of stress, but safety wasn't an issue as it wasn't a concern in that type of work.
No training/unsafe working environment.
----- in [Yukon community] doesn't make it mandatory to wear dust masks.
[grocery store]
Refereeing soccer
----- store evenings and weekends - cash check out.
But packs wood for people around the community for \$10.00 saves his money and buys the things he wants
An excellent work program for youth age 8-14 in one of the Yukon communities was a positive experience for my child.
[food retail], general service.
Ripping magazines
worked first job at local fast food restaurant
Other than chores around the home for weekend allowance.
Ma Fille travaille presentement au ----- depuis 2008 environ
local store - shelf stocking
Has worked seasonal (holidays) in my office, now works part time at local restaurant. I allow one day/evening during weekend when she is in school.
Mainly weekends thru high school, through also a few hours during week from time to time.
It was a very positive experience for her.

3 teenagers employed - age 15-18
11 years old babysitting next door.
Son currently works with family in janitorial work.
work as labour, -----
My son started to work part time the summer of 2008. He is 15 years at the time. He worked in a restaurant having about 20 hrs a weekend. When school started about 10 hrs/week. 4 on Wednesday and 6am Saturday.
Babysitting for friends at 11 years old.
[fast food restaurant], soccer referee, [food retail].
Just as a ----- which is more of a program through school but is paid.
Work entailed working in a grocery store, part time, during the summer.

3. At what age did your son or daughter start his/her first job? (Please answer for the son or daughter who started work at the youngest age.)

AVERAGE: 14

Waitress
Waitress
It was hard for the boys to get certain jobs because of their ages. They wanted to work.
She worked as a receptionist fill in and was a great opportunity.
She started in housekeeping as a helper at the Westmark Whitehorse.
Job at [fast food restaurant]
easy work in the restaurant (bussing and dishwashing)
In summer, not in school time.
dishwasher at a restaurant
Found it difficult to manage school and works, scheduled for 6 hr shifts too many school nights per week. No time for homework when working 4-10 on a school night.
Worked in a safe area under supervision in business father managed and was present at.
Worked at [fast food restaurant]
She worked short shifts in a cafe in the summer and part time weekends on call in the winter
packing wood
----- worked at ----- at age 12

but the kids have worked with us in a store from the time they were small 6 years old
The work needs to be fun (ie. hotdog stands, car washing, trail clearing, litter pick-up) and adult leaders need to good role models.
Usually hired 13 and older, (summer work) Not enough applicants so went to younger children
daughter was mature enough in my opinion to start part time employment so I agreed when she sought permission
Glad he had a supervisor around or a co-worker most of the time as he was handling cash and you wonder about store robberies. Not frequent in the north, but still happens.
Both kids
At [fast food restaurant]- the headquarters for too-young workers, being injured & not reporting it (or getting first aid) being bossed by other teenagers. This was worst place - but certainly not the only one.
Our son started hauling suitcases for the local hotel several days per week
Dusins qu'elle a eu 15 ans en decembre 2008
shovelling snow, and assisting with lawn maintenance for neighbours
When offered a job at her dad's business for the summer, she chose to find her own.
15 should be a minimum working age as maturity and work ethics are factors in a life long skill.
shovelling snow & cutting grass for neighbours
They are still under 7 years! Unless we count jobs at home - i.e. setting table, vacuuming, making bed etc etc!!!!
not sure, 12 seems very young
Stocking shelves at a grocery store; summer employment at a tourist attraction.
Dishwasher 12 years old- babysitting.
First job with [Yukon First Nation] at the age of [nothing entered here]
I feel 14 is a viable age for employment in construction towards the type of work hours required and maturity of child.
Babysitting , mowing grass
working as a soccer referee
Oldest at 16 in Nova Scotia , middle at 14 here in the Yukon
worked for me.
Cleaned buses
part-time summer job. He was tired, not trained properly to be around industrial machinery or chemicals. I made him quit before he was injured.

She was not responsible enough to work at this age. I think she would have done better with mature, responsible supervision.
Family Business, helping after hours and at home with tasks on computer.
I felt he was too young to work at the [fast food restaurant]. Prior to that, he worked as a ----- ref. and that seemed o.k. although with tournaments and pressure from parents and coaches. I wondered sometimes.
This was just 9 weeks as a -----.
My daughter had a paper route, my son did odd jobs around the neighbourhood.
My son came out with me to drag branches for my business and because of it now has an awesome work ethic.

5. Do you believe there should be a general minimum working age in Yukon that applies to all occupations?

Man, are we ever wimps in our culture when we think about sheltering kids from life. If they are ready, let them work.
I agree with the minimum of 12 years for general work in the service area, but would not be in agreement if there is a high risk associated with the job, high risk as noted should be older
If a child can do a job safely and under constant supervision, yes. A child should not be forced to work - only if he/she wants.
Children and youth need opportunities to work for ages when they are young-but on a limited basis.
No younger than 14 years.
Depending on job, duties, requirements. Employment should exist but be based on how qualified the individual is/difficulty of job.
Parent consent to waive established minimum wage should be allowed.
There shouldn't be a 7 year old doing the job of a 17 year old.
14 should be the minimum working age in Yukon
Different age, for different job
Can depend on maturity and motivation level of the youth 14 or so...
Really young children be working!
Any age with adequate safety training and supervision.
Under 14 children are not mature enough to accept the responsibility of a job.
Some occupations are safer, and some are more dangerous. So, the age must correspond to this.
12 years of age

Kids develop at different ages. Our society accepts young pregnancy and young marriage (or living together). How can they support themselves if they can't work?
Children that help out in home based businesses should be allowed based on capability
School should be first - possible exceptions for summer tourism.
that apply to the individuals environment, home, location and the child's development
But not limiting them for jobs like newspapers, babysitting.
Depends on job
Family based businesses and youth programs should be exempt
Either 14 or 15, dependent on the occupation and/or maturity of the individual. girls are typically more responsible / mature at that age
it should be bumped to 13
Definitely some occupations but not all.
Je crois qu'a 16 ans, les adolescents ou jeunes adultes
I would like to think that the child's parents would exercise judgement as they (the children and maybe the parents) mature at different ages.
A minimum age is too restrictive, especially for smaller family businesses. Common sense needs to be applied by gov't and by employers
But 1) Kids should be allowed to work in family businesses (but not exploited) 2) Kids should be allowed to work part time with supervision.
waitering is very different from ;construction ie: the dangers involved. Therefore maturity levels need to be considered.
There could be different minimum working ages for different occupations, but I believe 12 yrs is too young for any occupation unless babysitting OR under constant supervision of an adult (ie >20 yrs)
Cause their level of maturity differs - at 14 my son was not responsible enough - he'd rather play - still, training was not good enough for him to learn or follow rules - not like home
I believe it should be 16 regardless of the type of employment.
Yes with special considerations in some situations.
General though
Youth are often taken advantage of; often unknowingly.
I would not want my daughter to work at [fast food restaurant] or anything like that, however as a soccer player or anything like that, however as a soccer player, I believe that having her referee allows her to give back to the community and acquire some great skills.
I believe there should be different ages for different jobs ex. minimum 16 for construction.

Specific occupations, such as acting/modeling should have customized provisions.
I believe this should not be legislated. My role as a parent is to determine my child's maturity and readiness to work.
children need to enjoy childhood before taking on too much responsibility.
I think 14 is a more appropriate minimum age. I think 12 is too young to be working at [fast food restaurant]etc.
I don't believe that limiting the age will prevent accidents. Education to employers is needed. My son has had difficulty in school and for him like many other boys working was an opportunity to get some skills.
Selective law making is confusing and unfair.
This judgement must be left to the parents as a blanket age restriction doesn't recognize differing maturity leaves.
Yes to most not all ex family farm or ranch.
I strongly feel the focus for students should be school. This part time work has to interfere with the quality of their homework and amount of sleep.
Yes and No - family businesses are different.
I don't know much about the issues enough to say there should be. It should be a balance between individual choice and protection of young workers from being exploited. In a way I'd rather the government look at increasing the minimum wage.

6. What should the general minimum working age be?

AVERAGE: 14

Depends on job
Contradiction from above BUT it depends on training standards with employees.
Depends on the job & work required.
Age should depend on type of work, maturity and the danger factor involved. Again, constant supervision.
Because that is the age they can start driving so I would like to think that is a big responsibility.
For many jobs, but not high risk work.
I don't think that children under 15 should not have the responsibility of having a real job
Depend on the job
School work needs to be the priority for my children. If they have a good grasp on the concepts being taught, then part time work can be considered. It is also dependent upon the individual child's maturity level.

with minimal hours
Successful completion of grade 7 with 90% attendance. We need to not only have a minimum age, but minimum education requirements to continue promotion of education (For disabled students success according to their last educational plan could be used.)
Children are already suffering from not enough sleep, to much after school programming, not enough time to do homework. *limits on hours of work on school nights ie. 2 hours is an excellent idea.
Children are not responsible when they are young. They do silly things when they are angry they may spit in your food to get even with a grouch customer or boss,
I think that is a reasonable age for kids to start a "small" amount of work.
see number 3 (5)
Do to the research in my own business it's not so much the age as it is to the maturity of the child, there are numerous positions that children as young as 7 years old could do. Adding to children that have higher self esteem and mature faster
From working in retail I see a lot of students coming and going most of the 15 year olds are just getting mature enough to work.
Age 12 is too young for kids to go to work. Kids need time to be kids.
It depends on the work risks
Kids should be allowed to be kids. Under 16, school life and family life should be a priority not rushing to a job after school
young people want more things
Only for certain occupations that do not involve adult or on decent activities.
All kids should be able to concentrate on school before they enter the work force
Together with a minimum wage. I do support/endorse the various types of minimum wage legislation in other jurisdictions above all lets KEEP OUR YUKON CHILDREN YOUTH SAFE SAFETY FIRST
10 seems appropriate for some occupations
Generally 12 with higher limits for higher risk jobs.
Depending on field of work and restrictions applied.
12 may be ok in some cases, but in general I think 13 is more appropriate (maturity-wise)
see above comments
They should know what their rights are.
Under strict supervision!
If able to show responsibility and meet all safety requirements.
Dependant on what the child is doing, a part time job can help teach responsibility and saving for the future.

Proposed age of 12 is too young in my opinion. Even 14 would be more reasonable
Kids should do kinds things under 12. It is their time to be kids
Need to implement youth safety training in schools to prepare for entering the workforce.
(or at the very least 14) Other than paper routes & babysitting
Not for all occupations. Only very entry level jobs with close supervision/training.
This differs due to the work involved
Age 12 children are still in elementary school, should be in high school before starting work = higher personal level of responsibility and stronger sense of self once kids are in high school
a child younger than 14 is more than likely still in elementary school. Elementary school age children should be playing after school and not exposed to some things in the work place at such a young age. Also children under 14 are not mature enough to handle such things as dealing with the public etc., or putting up with a difficult boss.
This is hard to answer as all children are different. I appreciate that provisions are being made that restrict younger workers in certain more dangerous areas.
Should not be lower. At 14-15, kids are ready to take on responsibility. At 13 they are not yet ready
Under 12 they are not mature enough and should not need to be burdened with paid employment
Depends on the child, employer and job description. The age could vary.
No child under 16 should work. There are positions of no danger out there for them (sitting, etc)
Kids' first jobs is to focus on their schoolwork (homework). They could earn some money in helping doing cleanups, dishes, laundry etc... (paid from their parents), that's enough. School+work = stress = alcohol and drugs? Depends on how many hours they work.
12 is far too young. The kids are too worried about pleasing their bosses to ever think about their own safety - an too vulnerable to abuse of power - even from other teenage workers
with parents approval
exception is babysitting
La plupart des ados sont trop jeunes pour affronter ou gerer des situations difficiles du monde adulte (colere, frustation, vol a l'etalage agressivite, chantage, etc.)
I think most 12 year olds are capable of entry level jobs - ie stocking shelves, delivering newspapers, etc.
exceptions possible for "family business"
Would like to think 12, but let them be a kid for one more year and becoming a "teenager" would be the big step.
depending on the job

<p>Today's generation of kids lack maturity, responsibility and have a different work ethic than in the past. [Food retail store] staff is a perfect example.</p>
<p>By this age they would be in high school and hopefully have more maturity than a 12 year old - to both deal with a job but also to deal with a salary</p>
<p>If a child can be entrusted and certified at 12 to baby sit, I believe after a few years of minor responsibility a child should be able to take on more responsibility such as a part time job.</p>
<p>If there is a minimum set by government it should be 12 or older for part time work(after school, weekends, etc.</p>
<p>Working should start at the age of 18 or 19 yrs. After a job training.</p>
<p>Open. Children need to do jobs like: Feed the neighbours' cat/pick-up mail for neighbour while on vacation.</p>
<p>For unskilled work.</p>
<p>Children under the age of 15 are not equipped to work unsupervised and usually lack good judgement regarding safety.</p>
<p>For non high risk jobs.</p>
<p>Should be left to discretion of guardian or parent. They are best in touch with appropriate job for appropriate age.</p>
<p>12-16. 12 years old for part time and 16 for full time.</p>
<p>Not including informal work for friends and neighbours.</p>
<p>Kids nowadays require more time to learn. They are (seem) to be less motivated at an older age.</p>
<p>Deter children from quitting school because they "think" that they ae better off working because of material wants.</p>
<p>See above - children under 14 can baby sit, do a paper route-odd jobs etc think it should be 14 to work in a commercial establishment.</p>
<p>Some kids seem to be ready when they are about 14/15. I believe what you have in place for certain dangerous trade is fair.</p>
<p>Making money should not be the child's responsibility until they are mature enough to spend it wisely. Volunteer work or sports or community groups should be their focus for character building.</p>
<p>Should be the same as the legal driving age. Since most children need to rely on other forms of transportation which is not always convenient.</p>
<p>Paper routes, babysitting, odd jobs or enterprises like their own craft business etc. should be exceptions.</p>
<p>Like in Europe. I also think that before they work all children should attend a training who would include:safety at work-their right-the law, etc. The same way you take a babysitting course before you babysit.</p>

Depending on occupation.

Outside family business.

8. Do you believe there should be minimum working ages in Yukon for certain occupations?

Certain occupations (ie transporting dangerous goods, construction, forestry dangerous) training, skill, confidence not available in a normal teenager

Shovel snow, washing windows, threat public events, smaller jobs not so much responsibility

Shovel snow, washing, windows, public events, smaller jobs not so much responsibility.

The more dangerous the job the higher the age

Everyone is different. Some kids want to start working at an earlier age than others. Jobs they do should be age appropriate.

Depending on type of job i.e. high hazards

Jobs involving well being, health and safety should be entrusted with older and more responsible individuals.

Minimum working age should be higher for occupations that may pose higher risks of injury/responsibility

A very hazardous job should not be performed by a very young person.

for any occupations involving moving vehicles, heavy lifting, anything dangerous than the minimum age should be higher than 16

dangerous/greater responsibility older minimum age

I believe age, education, and pay should be correlated. If education is to be valued, then a person who has a Grade 8 education - regardless of age - should be paid less than grade 11 student.

Including the Workers' Comp Board

High risk, high pressure types of jobs

it should be higher for occupation that are considered by experts to be "dangerous"

see number 3 (5)

As in the previous question, it's never too young to teach children there are however jobs out there that no matter the age are still dangerous.

Certain jobs require more maturity than others and I think age should be a factor for such positions.

Working with machinery should require a higher age. More serious injury can occur.

more dangerous jobs should not be given to those under 21

parents should be involved in the decision because certain jobs have helper positions that can be done by young people
Construction, level of responsibility, increased danger.
Nothing in Construction
to protect form injury and depending on environment. In Old Crow a child is raised in a harsh (arctic) environment so they are more physical than others
I believe that there needs to be minimum training requirements for certain occupations.
Same as occupational Health and Safety Act regulations, both should have some standards making it easier.
Forestry, construction
I agree that age 16 is appropriate for more dangerous occupations.
some jobs are too dangerous or involved for younger children
Should be a higher minimum age for higher risk occupations such as mining and heavy equipment operating
See below
High risk ones - eg: carpentry, mining, etc.
We need to protect the younger worker.
Although many youth are mature there are too many that feel it won't happen to them... They are often eager to please employers - not recognizing their long term health could be compromised.
If they are working on structures or running equipment where there could be serious injury or death.
One where there is a higher or high risk of personal injury
Depends on the employer and child. Should be based on skills, like knowledge of money, physical ability and maturity. This could differ with each child and be necessary for different jobs.
Safety issues, some jobs need special training
If you want to limit injuries and accidents, you MUST limit young workers.
mining/welding/electric/carpentry/road construction
Depending on the jobs there are some jobs that can't be dangerous and be restricted from students that are not old enough.
Plusieurs jeunes adultes decontrent une responsabilite et un privilege de bien faire leur travail., ils augmentent leur estime de goi.
for health and safety reasons
Well done on the forestry and construction restrictions
construction, mining, others of similar high risk

Industrial, mining, oil & gas, some retail (gas station inside sales, are high risk for violence) should be 18.
Safety is a major issue.
Construction, mining (including placer mining)
Dangerous jobs should not employ children who lack the good sense and experience that adults have attained.
as mentioned in pre-amble some trades, mining, forestry (dangerous work) should have a minimum age
For safety reasons there are many occupations that children under 16 should not partake in.
I believe 16 for entry level jobs (i.e. service/retail) and 17 or a graduate for a more, labor intensive job i.e. construction. I believe a child should at least have a valid licence in order to work heavy equipment.
All jobs should have training.
Definitely for salaried work, or regular work (newspaper carrier) or work in which responsibilities are significant (babysitting)
Serving alcohol (19), mining (?)
Provision for high risk jobs continued forestry, construction, jobs working alone i.e. self serve gas stations. etc.
Should be left as is. Minimum work ages can seriously hinder family businesses where generations of children have grown up as hard workers/good work ethic versus the protection that is being proposed. Grant it there are some occupations that would require an age min based on hazards.
any occupations where devices danger exists such as deep fryers, kitcheners, saws, grinders, etc.
Any work that requires physical strength or stamina , heavy lifting, etc.
For all occupations.
Any job with safety concerns.
A young worker shouldn't have to wait until they are 15 to "lets say" be a dishwasher at the back of an eatery.
Construction jobs should not attract under age 18
I agree with the minimums proposed for mining/construction
High risk occupations mining, construction.
What you mention in the Survey is fair.
I agree, construction, firefighting other hazardous jobs or those involving late night work, cigarette sales, liquor.
Age alone is not sufficient education, training and supervision is also important.

Understanding that some may drop out of high school and need manual employment. 17 would be good for trade jobs, hopefully in an apprenticeship type job.
I think the parents know if their child is capable of doing the job. I don't think I'm qualified to answer question 6 (8).
No I would not want that as a parent I would respect the law.
For certain occupations it should be 18 years old.

9. What do you believe the minimum working age should be for the following occupations and workplaces?

A general age is good, but maturity level of kids vary on the individual. Too bad maturity could not become a factor
A general age is good, but maturity level of kids vary on the individual. Too bad maturity could not become a factor.
(k) 14-16 depending.
Depends on the task involved; felling trees is different then cleaning the forest company office, age should be different
Electrical work should be age 18
If a child is deemed able to babysit children (one of the hardest jobs on earth & an enormous amount of responsibility) at 12 yrs old - we must not look at AGE appropriate positions in the workplaces. If the CHILD wants employment this maybe very healthy interaction, distraction + meaningful building of self esteem and life skills.
I realize all kids cannot work @ a young age, but some kids do want to work and are able to do so.
Age could be lower depending on the type of job in a higher risk industry. Risk is lower if planting trees in the forest industry or hold a stop/go sign in road construction, etc.
There should be some kind of standard in training for many of these jobs to help safeguard employees.
Hard question! I'm not sure what all those jobs implies, but for sure, responsibilities and safety concerns must be taken in account for the age.
I think only very low risk jobs should be available to younger workers
(j) need more info
Minimum 16 with additional/conditions depending on the job.
Housekeeping 12
Baby sitting ie 12 years old or 11 with babysitting course. Answered no for a,b,c, and yes for the rest .
Jobs should be based on experience and qualifications. EX child who has chopped wood will grow up more qualified to do wood work.

jobs where youth are responsible for the safety of children- 16 - 18 (not babysitting but outdoor camp programs etc)
For item (i), this depends on the "place" of work. e.g. at [retail] all alone at night versus being a kitchen helper alone at night versus being a kitchen helper in a government run facility are different situations.
Note: respondent put bracket around remaining occupations with the following notation. An audit would be more suitable for these trades. Really, what kind of question is this? Unable to answer d-J as I have no knowledge in those areas.
night shifts should be done with an adult
Childcare- 16
Data entry, IT - 12
before working alone a young worker should have a minimum of 2 years working under supervision.
these jobs could be given to younger kids if they were trained and aware of safety issues. Should also be screened for alcohol and drugs
See number 3 (5)
16 years being entrance age into workforce at certain jobs where a risk is a factor and a slow implementation program is in place to allow for transition.
* When individual is an adult and gone through necessary training and qualified
At this age their attention span and concentration should be adequate.
D and I these jobs should require certificates and training before they can work at the job J no one should work alone
trades should be 18
If students in high school need extra money babysitting is just fine
A young person of the age of 12 can sweep up at a construction site
exceptions for family owned businesses and businesses where a parent is the manager.
did not add ages
Should be supervised
18 with specific training and supervision.
some of the above businesses may be small family owned where the children should be able to help out
Other - Driving 16-18 Same occupations may be possible if working directly with adult.
With all these above workplace safety training and workplace safety procedures need to be included
I've seen parents of 11 and 12 year olds setting their schedules so these children are working 30 - 40 hours per week. Not appropriate (a,e, f, g,h,i) all require a more mature individual.

children today grow with more potential due to being raised in a more technical world therefore more involved than the industrial age
Aviation - 18 and Marine 18
Employers and parents can exempt some young workers to do jobs i.e. should a young worker want to work in the construction area, parent can exempt them within reason - maturity level, many factors would come in.
(j) 13- 16 depending on job, (k)13- 16 depending on job. Some of these would depend on the job description and amounts of time they would be working i.e. j and k. Some would be fine if it was a easy job more stressful, personality may decide and that should decide and that should be left up to the employee and parents.
jobs in confined spaces should be 16 or 18 depending on what this is.
Even at 14 yrs, level of maturity can be very low resulting in poor customer service, development of poor work habits in the absence of a mentor, succumbing to peer pressure (theft, goof off), low awareness of safety concerns.
A child's ability to reason does not become/begin to develop until after the age of 15.
I think a 12 year old should be able to get some work experience under very controlled conditions. I think that any youth working with cash should be 16
Safety is the key to all of the above occupations. With proper training accidents can be prevented.
Jobs that require working alone - would depend on the circumstances - but say a convenience store at night - then 18.
Low-risk to self or others jobs. 13/14. Any jobs with risks of personal injury or injury to others should have minimum working ages much higher adult levels of responsibility
Other: Working with, ie: handling - 18 - any type of pornographic material
My answers to A - C should not involve heavy lifting.
Youth under the age of 18 should never be allowed to work alone. Not enough experience to handle unexpected situations and / or emergencies
age limit lowered if it is with a family member in a family run business and direct supervision occurs at all times
Generally, all these job descriptions could involve a safe work experience for a child of 12 perhaps working with their parent or adult supervisor, or a friend of the families.
mineral exploration - 16
It really depends on child's level of maturity. In some case children may need to work before reaching the min. age due to social or extenuating circumstances
Teenagers can be clueless - a danger to themselves and to the jobsite.
No one should work in confined spaces alone.
(j) 16-18 depends on the job.
I think that all jobs need a supervisor or mentor.

My 18 only indicates they are not children anymore - they are certainly NOT safe yet
Can't "grades" or attendance at school be tied to young works (12, 13, 14) - failing or not attending your hours are being cut. Employers need "smart" workers in every aspect of that word.
Other = Bars - 19 Don't believe legislation is required or enforcable. More rules = more bureaucracy
working alone - depending on the circumstances
Its looking like 14 minimum.
All but the first three jobs should employ young workers only if they have appropriate training, particularly for safety issues. I think how it applies currently is acceptable.
14-16 are best ages to work - maturity and understanding - but some circumstances younger children 12-14 could work
For the jobs that I put at least 16 I think there should be safety training and on the job training
It really depends on the job requirements and maturity level for the younger ages
confined spaces: chimney sweeps were better at 7 or 8 years of age!! Do you really need to specify minimum ages for every occupation - rather cumbersome don't you think??
(e) certified for prior experience. (j) dependant on employment
(j) Depends what industry.
(a) (b) and (c) : A son/daughter in a family run business exception.(j)no youth worker should work without adult supervision (k)This depends on the safety hazard of the job
(e) comment was with training.
Assume retail is handling money.
Housesitting, farm work, babysitting - 12
Does j apply to babysitting? What about newspaper carrier.
Serving alcohol - 19
This is hard to answer because the "danger" factor can be high in retail also.
Where I placed "20" I firmly believe that there is training required before taking on certain jobs.
Lounges
Placer mining operations should not have a min age as well.
General manual labour 16
Mining 16 years.
RE: j now work alone night shifts below age 18. No work alone with cash under 18.

RE: Jobs that involve working alone 13-17?
d,e and f stated "if mature"
daycare 16
The biggest issue I have had as a parent is transportation. My child is not old enough to drive, and is depending on the transit system, which is not adequate for the week, Friday being the exception.
a and b 12-13
abc13-14, d17-18 , g 17-18, i it depends planting trees 16, other work chainsaw etc 17-18, j It depends what it is. I don't believe that people who do not have family business should be restricted. Many youth want to start to work and therefore would be limited just because their parents don't have a business.
babysitting 11.
Convenience stores 19.
Working in public facilities with other peoples children -16
Anything involving money 18.
Medical, nursing, etc
Special attention should be given to physical development in girls and boys (i.e. does heavy work have a negative impact on growth before age 18-21 in jobs d to i)
Working with specific equipment in food industry e.g. deep fryers/meat slicers, etc 16 yrs old.
I'm not sure how the minimum working age should be linked to Yukon's age of majority act (19 years) but somehow there should be some consistency.
When 18 and working in places like mines or building industry it should be mandatory to have a safety training-training about the job(a certain amount of hours and also to work with a mentor for a job site.
Re: working alone depends on job at least 16 for retail and 18 for other jobs.
Just because we have a minimum age doesn't mean the kid should get the job. Only if they are competent. I have seen way more responsible 12 year old than adults.

11. Who do you believe should primarily be responsible for deciding at what age a person can begin working?

Parents or guardians and employers
ALL are responsible for this decision
Parents or guardians have a better judge of maturity and what the child is capable of responsibility.
All are responsible for this decision.

All of the above.
Government and parents/guardians should share the responsibility
(Participant ticked both parents or guardians & employers) Both equally must agree to terms conditions & sign agreement of safety & liability + must be same set of guidelines in place protecting children from exploitation - must be safe, non-abusive + age appropriate demands on employee.
This person ticked both Parents or guardians & Employers
I have marked 'government', however 'government' should have input from parents and employers.
Other: Maturity of person, I've met 14 year olds more responsible than some 25 year olds.
For the safety of every child, the government should set a rule!
all of the above: parents up to age 16; but everybody above as one may have good reason why the earliest age should apply.
Parents or guardians and the individual themselves.
then it is legislation.
Government through legislation. With "veto" by parents for minors of course. My children's #1 job is their school work...Thank you for asking our opinion.
Employers know best the degree of work and level of responsibility required.
I think Parents should have responsibility for the decision, assuming guidelines should exist, but not so that it creates too restrictive an environment that everyone is set to strict rules.
A parent should always be the ones who decide if their child can work at a certain age.
i would like to think it would be parents, but too many dysfunctional families. Definitely not employers - they are most prone to not being impartial.
parents and guardians are the people who could best judge the maturity and ability of their children
and parents
I don't think anyone will arbitrarily make the same decision. There needs to be some legislation and this is a good process. Review every 5- 10 years.
If the gov't states 16 is the min age, parents should still have the right to delay work for their son/daughter to better educate, protect, etc. Some employers don't care about conditions of work not appropriate for young workers, as they just NEED employees.
It would be the parents to decide what is the reasonable age for their child, I would be concerned for my child's safety too.
Combo of government and parents.
everyone should be responsible.

Government and Parents or Guardians.
Government, Parents or Guardians and Employers.
some things need to be regulated!
see number 3 (5)
It should be decided upon by employer and parent with written contracts.
Even if an age limit is set parents should have the final say about their child going to work or not.
Parents don't always know the risks children have at work
Life skills and preparing for the workforce should be taught in schools using simulations.
Employers and some parents tend to take advantage of younger workers.
As a parent I want my child to enjoy the privilege of childhood
WE are ALL responsible to set standards
A child's parents know when they have reached a maturity level to work and @ what field
depends on the circumstance
and the child if they decide to work
They are OUR kids! (user crossed out primarily and wrote in ONLY)
Parents should be responsible to determine the age a child starts working. But there must be minimum ages backed up by enforceable laws.
it has to be equal
Some family situations could place minor in employment due to financial need where parents may make poor decisions.
Government would determine and enforce minimum age Parents/guardians would permit their children to work
The law may say 12 years but the parents is the ultimate decision-maker, as the guardian/caregiver/provider.
It should be a collaborative decision and certain restrictions should apply regarding hours, days, time of day, etc.
I believe parents/guardians will be given a chance to give input (represented by government)
Ultimately all parties should be involved because our youth are our future
I do believe that a decision should be based on all parties concerned.
I also believe there has to be good communication with parent-employer if they are under 16 so you know if there are problems or concerns.
Unfortunately not all parents (and employers) are responsible or show good judgement.

The responsibility then has to fall on the government.
children mature differently; Parents know limits better
not sure
Parents or Guardians if under 16
not sure - employers maybe the best suited to know who can handle it but they need to be closely monitored by government. Parents always have the right to say no.
Working at a family business should be the exception - then parents should decide within reason.
Parents should be helping students make this decision but since we don't live in an ideal world, I think the government needs to provide a safety net for those kids left to (or choosing their own devices)
In consultation with parents and employers.
For the more risky jobs Government rules should be in place but for other jobs it should be up to the parents/guardians
Gov't is only party not close so can make better decision
Government is in place to be a regulatory body for the public, it is governments job to regulate.
Parents should be their children's protectors.
I think it should be regulated and consistent, not only throughout the territory but Canada as well
I am concerned though, that if legislation is passed a larger "under the table" industry will be created.
You have to do it on a case by case basis because different kids have different maturity levels.
Some parents are neglectful & abusive, so government needs to step in.
Also the employer should know whether the job posted would be too demanding, difficult etc. for a child. Hire accordingly.
should be a team approach, this would obviously be a best case scenario
It must be REGULATED and enforced!
Specifying what age a child could start working.
Yukon workers compensation health and safety board
Parent may want their kids to work for economic reasons which may not be beneficial to that child; employers through various reporting systems for jobs/government would have to note the age of any "young workers"
for exemptions to any set minimum, parents first, government 2nd with minimums
Employers also checked

All of the above, combined efforts of all three to establish standards.
This should be a decision made by both employers and parents.
Employers can decide what age they want as a worker and parents can help decide with child, if child should work or not a particular age
Parents know their children best.
We know our children & their maturity level. One child at 13 is completely different than another one of the same age.
Human Rights Board
I think it primarily should be the parent's responsibility but because some parents don't care, or are not well informed there needs to be government laws to govern the safety of working youth.
parents/guardians know if their children r capable or mature enuf to take on a job as well as attending school. lots of kids r mature & responsible at an earlier age & if Government said 15 as the magic # then that would exclude some good wrkers.
that's their job - to protect the population!
A Combination would work well. But if i were to only check one Parents should be primarily.
Sorry, government may o.k. a 12 yr old to work, as a parent I wouldn't agree with that but government needs to have some clear definition of this as more and more children are entering the work force at far too young of age.
All of the above- No one of the above entities can make this decision based on various job hazards or maturity levels of various youth. You cannot simplify this issue this much.
Depending on child maturity and mental maturity.
all of the above including child.
Government and Parents or Guardians.
I think if we leave it up to business/parents some bad choices will be made.
Parents sometimes make poor choices out of necessity. I believe parental overrides should be supervised by Social Services to assume the child's interests are the parents concerns.
Legislation guidelines - employer can make age limit higher if they deem necessary.
Without legislation children far too young will be working before they are ready.
Parents or Guardians and Employers.
The parents know their children's capacity.
Parents/Employers will always find reasons, excuses to hire or place workers in jobs.
Government should set an age requirement but ultimately the parents should decide if a child can work.
Government, Parents or Guardians and Employers.

Government should legislate minimum ages for jobs depending on danger. Once those laws are in place, parents/guardians in best position to advise whether individual kid suitable for certain job.
I think the responsibility lies with both government, as far as ensuring safety and the parents to know the capability of their child.
Because employers should be able to develop job descriptions and determine age appropriate work, lessen injuries and high expectations.
Government and Parents or Guardians.
I think if parents really feel/know their child is truly responsible enough to work, then a letter of consent can be filled out by parents.
Rules and Regulations should be established with research data on risk of injury.
Government should set basic limits, but parents can set further limits.
I believe this is a parent's decision and a youths decision. It is a matter of common sense.
Takes a community to raise a child. Let's work together.
Parents have primary responsibility, employers based on suitability for work required.
Via regulations
Government legislates, industry must assess their responsibility for their employees.
I suggest parental written permission being required for kids under 14.
All of the above.
Realistically, it has to be all of the above-parents guide their children-sometimes situations are not dealt and children maybe required to assist family income-each situation is different-requires thoughtful consideration.
Re: 11 Government -legislation, Parents or Guardians advise and encourage, Employers offer opportunities. Young person decides if responsible. This is a very complex area, what do they do elsewhere in Canada?

12. Bill 109 contains a number of provisions intended to prevent work from having a negative impact on young workers' schooling and to safeguard their health and safety at work. For example, it proposes to prohibit 12- to 15-year-olds from working more than two hours on school days and more than eight hours on non-school days, and from working after 9:00 p.m. It also proposes to restrict younger children from working in certain types of jobs. If these rules were put in place, do you believe parents or guardians should be able to exempt their children from them?

12 year olds babysit past midnight
We place too much emphasis on sheltering children from the world. School is not THAT important, despite the common belief, that it must rule above all else. Some kids are

better served by working as well as school
Under approved conditions, and if beneficial in other ways not including money. More of a learning benefit
Under approved conditions and if beneficial in other ways not including money. More of a learning benefit.
We place too much emphasis on sheltering children from the world. School is not THAT important, despite the common belief that it must rule above all else. Some kids are better served by working as well as school.
12 year olds baby sit post midnight
I agree with everything but the highlighted part-I don't know what the restrictions are and for what jobs. Highlighted information: It also proposes to restrict younger children from working in certain types of jobs.
If these rules are made to protect children there should no exemptions
DOP - depends on position Under unique sets of criteria if employment keeps a child safe + off the streets or away from an environment where study's and homework is hard or impossible to accomplish I think it is fair to say we must at least consider the lesser of 2 potentially negative situations for the child.
Most places won't hire a kid for 2 hrs - min. 4 hrs but not to work everyday.
Yes, parents always have a choice.
What's the point of enacting a bill that everyone can exempt?
For certain cases. Yes. The employer should be totally responsible for the young workers on-the-job safety.
Responsible parents would have these guidelines anyway. These rules would be to protect all children from getting sidelined from school.
Assuming you mean children not working for their immediate family. If so I feel the 9 p.m. deadline should be in effect for 12- 15 year olds every day of the week.
I don't think that government needs to be involved, so long as a parent or guardian (and addresses the interests of the child)
If this is what it takes to allow children to be children.
For the cost of gas it would not be worth working for 2 hrs and then picking a child up. I as a parent would rather have my child work for 4 hours once a week, then 2 evenings for 2 hours. To limit it to 9:00 pm- don't agree no -no one would hire a kid to work in retail that might close doors at 9 p.m. but have close out duties. Parents should be able to say yes to working- it does teach kids responsibilities , time management - all good life skills
Parents ultimately have the final say with their children.
Family circumstances may require additional income source. Placing limitations on hours of work may not have any positive impact on education. Kids will find other things to do to fill in spare time.
You don't want to overwork the child.

The law is to protect the children, not to preserve the rights of parents.
2 hours per day may be too restrictive. What if the child is in a union and works a stat holiday i.e. 2 hrs - 2hrs *1.5 for stat. Is this still going to be permissible? I like the total hours per week to be set, rather than a daily set number of hours.
any job, anywhere in Canada is not 8-4, or 9-5 anymore. Most businesses that can and are willing to employ "students" are not open until 5:30 PM on weekdays - who thought of these rules???
the bill is not worth much if it cannot be enforced
each child is unique and parents should know the limitations of their children and the impact on their schooling.
2 hours doesn't work - could exploit children. Should match the 4 hour minimum shift other workers get paid for.
What effect will this have on our businesses that struggle to find stuff already?
Some families home school or have other "reasons" for a different than normal time schedule.
What would be the point? It's the schools who deal with tired kids who haven't done homework-not parents.
I believe children shouldn't need to work more than these hours and their focus should be on school and school activities.
Some parents already exempt their children from attending school. If education is important, let's not allow more excuses.
I think children can start babysitting is a start at the age of 12-13 years old.
there needs to be a standard
Only for family business
life and circumstances, school workload...it doesn't fit in a box
if a 12yr old is doing their homework and participating in recreational activities and getting enough sleep there's no way they can work 2 hours on a school day too!
It has to be an individual process
There are too many people in this world with very little common sense!
Parents and guardians should step up to the plate and do their parenting. Not off load their duties on the workplace.
I believe a 4 hr shift on a school night would be o.k. (to end not later than 9 pm)
I believe if we put age limits on jobs to prevent accidents and injury to our children why consider exemption? Parents have to understand that we should not put our children at risk
If it is a family business. Some children are more mature and responsible than others.
it is irresponsible to do so.

depends on each own individual independence and their parents/guardians
There should be government imposed rules for minors with no exceptions
We don't get to exempt our children from operating a car because we think they are more "mature or ready" than other 15 year olds.
Abill to govern our kids???? Get real.
it should be possible to apply for an exemption
School must come first - see Auditor General's Report.
Exempting children from these provisions undermine the principles that the provisions are built on
But the Act should be realistic. Young workers will not get hired if they can only work 2 hrs on school nights. Four hours is more reasonable - 1/2 a full time shift 3-7 is reasonable.
a child needs proper rest to grow physically & mentally and still needs protection and guidance
Not a heavy "no" - see comment on #6 - within reason. (Should be described between - parents, worker and employer...)
This would affect many youth as they have an opportunity to work earlier if they want and help out with the job shortages in the Yukon. I understand why these would be there but that should be the parents choice.!
written exemption subject to certain established criteria under the law.
There are situations where a parent should be able to exempt their children. Ie. a 12 year old could work with friends at a family based business with their parent's permission.
I feel it should be more than 4 hrs. though because 4-8pm is still time to do homework - my sport gymnastics requires that much commitment on school days 4X a week.
School is a priority.
same rules for everyone across the board
Education should always be the first priority.
Parents/guardians would know children best and some may not be mature enough for certain jobs.
I think these guidelines would ultimately assist the youth their overall development
For people who live out of town in the subdivisions with no bus service it would not make sense to drive them in and out of town to only work two hours on a school night. Many kids in organized sports are practising past 9pm on school nights or are up very early on a school day (swimmers at 6:00 - 7:30) yet you are not concerned about their school attendance. Why penalize a student <16 who works the odd evening or more than 8 hours on a non-school day. Perhaps a total number of hours on a school week (i.e. no more than 15)?

<p>It has to be done on a case by case basis and nobody knows the children better than their parents, and ultimately the parents are responsible for their care if something happens to them.</p>
<p>generally not, Some circumstances would need to be individually addressed ie 14 yr old babysits a 10-12 year old sibling</p>
<p>2 hours is not really worth \$10.00 an hour to go to work</p>
<p>Absolutely, Bill 109 has too many rules. What if a 13 year old wanted to work 3 hours twice a week during weekdays, they should be able to if parents approve.</p>
<p>Restricting hours to 2 hours on school days is not reasonable. Restricting the total hours per week might be more reasonable - sometimes a student will be able to work 4 hours after school on one day per week and not work other days</p>
<p>2 hours during the week is unrealistic for employers. Every child is different...I have a 14 year old that works a 6 hour shift during the week and on weekends and she holds a 92% average.</p>
<p>These are parents they would take advantage of that exemption</p>
<p>If minimum age was 14 then could do 4 hours shift on school days. The 2 hours limit makes it very difficult for employers to cover evening hours, 5-9 pm. Yes, limit kinds of work and total hours by age.</p>
<p>As long as parents had their children's best interest at heart (ie don't see their kids as cash cows)</p>
<p>This is a great idea</p>
<p>Depend on what job they can fit into. It could be dangerous and have to be something like like to do.</p>
<p>Yes for the parents and no for employers Jamais un employeur va faire travailler son personnel seulement pour 2 heures, il ont un minimum de 3 heures a faire/jour.</p>
<p>depends on child's maturity</p>
<p>working 2 hours on school nights is enough, they need to have time for homework.</p>
<p>Consider setting a maximum total hours in a week such as 15 hours. A 9pm finish won't work well for some restaurants</p>
<p>All children are different. Some may need to burn more energy than others. May focus some others. But the provisions make complete sense.</p>
<p>Generally no. Probably a process put in place to appeal.</p>
<p>but an issue of this magnitude should be voted on.</p>
<p>If it is allowed once - people expect it again.</p>
<p>I am not completely sold on this provision. A youth's workplace needs to be flexible to allow for extra-curricular activities, studying and family; but to put strict perimeters on their work schedule does quite make sense to me.</p>
<p>should be a limit on # of hrs they can work/week, 8hr day is great, setting a 2hr limit is</p>

<p>silly. parent/guardian usually drive children to and from jobs, rather they work 3-4hrs-2nites a week than 2hr x 5 days!!</p>
<p>can't exempt children or the Bill loses its power. However a 9:00pm "curfew" will be very challenging for businesses + should be adjusted to 9:30 to 10:00 pm.</p>
<p>The rules sound very reasonable to me. Education and enjoying life as a young person should be first and foremost</p>
<p>Parents should be allowed to further restrict their child's work but not be permitted to exempt their children in order that they can work at a younger age.</p>
<p>2 hr shifts may be too short to be of value to employers. I think a 4 hr shift is reasonable but the number of 4hr shifts that a youth employee could work on school days be restricted to 2 per week.</p>
<p>I agree with parents having the ability to request an exemption for certain reasons in terms of the number of hours that can be worked on school nights; not on the minimum age requirements for specific occupations that would be established.</p>
<p>If parents could provide an exemption it could become a condition of employment. Either provide restrictions or do not provide them.</p>
<p>Situations differ within families, but employers threaten to fire students if they do not work longer hours ([grocery store])</p>
<p>Parents maybe aware that their child is more predisposed to a trade than academics. Parents usually have to transport children and this impacts employment. Type of work child is doing.</p>
<p>Parents/Guardians know (or should know) their child and working situation.</p>
<p>Parents should state their reasoning in writing for review by social services. Children should not be working "to meet need" but to prepare themselves for independent adulthood.</p>
<p>Depends on maturity of child, study habits, etc.</p>
<p>2 hours per school day is too restrictive for teenage students. Parents are the best judges of their children's safety.</p>
<p>No, everyone should go by the same guidelines.</p>
<p>Depends on maturity.</p>
<p>I do not believe that such regulations should be in a place. It is a family decision whether my child should work 2 or 4 hours on a week night.</p>
<p>Two tiers don't work.</p>
<p>Work experience fills a needed gap when living in the isolated area with limited opportunities for youth, work may well keep our children from other less attractive pursuits-drugs, alcohol, etc.</p>
<p>It is not much easier to say no to a child wanting to work at a too-young age if it is a "rule". Like wearing bike helmets or snowboarding with helmets(wish they were govt rules)</p>

If legislated it should stand for all, for the good of our children's health, safety and education standards.
Between the ages 12-15 the focus of a child's life should be education, sports, and family not money.
These provisions are perfectly logical and make sense to me!
Unsure about this question. Some kids are more mature at a younger age. What about home schooled kids.
Working only 2 hours on a school night is too short. Perhaps a maximum of 4 hours or not past 10pm. 2 hour shifts would be a nightmare for employers and most kids start at 4 or 4:30 surely working only until 6 or 6:30 pm is too early ie: lots of kids have organized sports that go later than that!
Always make room for exceptions based on exceptional circumstances and not if it will compromise education, health of a child.
As a society we need to support children's education.
3 pm is too late (to 7pm) non -school days maximum 6 hours.
How on earth would this be monitored and enforced.

13. If age 12 were to be established as the minimum working age in Yukon (as proposed by Bill 109), should parents be able to employ their own children in a family-owned business if those children are younger than 12?

School, education - play time is a child. This is not a poor country, where are children have to work they will work the rest of there life.
Within certain degree, overworking no, and if it does not impact schooling, it would depend on the individual
Within a certain degree, over working no, and if it does not impact schoolings, it would depend on the individual.
School, education-play time is a child. This is not a poor country, where are children have to work. They will work the rest of there life.
With limitations - I don't necessarily agree with 12 year limit so I might want to exempt my kids from the rule - also if babysitting and paper route are not considered employment I'm having difficulty understanding where the line is.
Many family businesses need their younger children to help in order to be successful. This would work only in family run businesses.
Must be covered by same set of guidelines so child not exploited
Once again, depends on the type of job, also on the child.
'yes' depends on the risk factor and on site supervision.
Depends on the business and the maturity of the child, and on the parents - what are

they wanting from their child - is it reasonable?
It really depends on the business and the job. If it is washing dishes in a kitchen 1hr/day it might be okay. More high risk things would not (eg: mining.....)
This is a kg. When do you draw the line, keep the government out of the internal works of the family.
Let them be children, they could do homework, arts, school , house chores -- too young.
Their employment surely to be abused for tax purposes.
12 is too young.
Only if it is for simple tasks *chore like
There should be some restrictions if business is "high risk" example; construction
With constant supervision and good training.
If is was in the restricted jobs (i.e. parent owns RV park in summer; child is paid for raking leaves and general clearing.
If I want my child to work in my business and learn the importance of becoming a valuable citizen, then I have the choice to employ them at any age.
within reason
family business is not the same as outside employment. Usually the children are present at the worksite and sometimes get bored and help out anyway.
depends on the type of business
Age 12 - 13 too young anyway! Unsafe & exploitative
A good parent should know
Children should have the right to play and be kids.
Children could "volunteer" but there should be no assumption of employment such as pay.
following all safety rules and procedures
Only with conditions such as less that 8 to 10 hours per week (for example)
limited and the child's age and their spirit
It would depend on the work they were doing
they can always make their own arrangements within their family it work a couple hours for me and I'll give you extra allowance
They should also be ask to veto the minimum age requirement if there child and the job fit certain criteria.

Child labour is for other countries to deal with. There is no room for that in Canada.
Your own children should be protected the same as everyone else's
Let them be children, work ethics will come when they are ready to uphold the responsibility.
12 is too young let the children play and be kids
They then take on the responsibility to make sure all safety precautions are in place.
It all depends on what type of business it is. An activity like packing and sorting in stores wouldn't hurt them.
I have seen the negative aspect of this. In my classroom many students have been exhausted because of long work hours their parents needed for the family business
It's a "family" business
School should be primary
12 is too young except some farming activities.
Parents should say if they hire their children. Where do you find employees in the Yukon that want to work? Maybe their kids are the answers.
If the principle is that children under a certain age should not be working because it compromises their education or safety then it doesn't matter if it is a family business
they may be exempt from WCB claims if something happens...not sure how this would work legally
it is their right. A family business can bring families together and teach children responsibility, confidence and leadership
Also depends on what kind of business the family owns, would be some exceptions.
if the minimum work age is 12 it is 12, but the parents know their children's capabilities better than a government set age. Everyone is different.
That's the point
Some parents seem to forget that children are children and unfortunately don't treat them all that well as it is. Giving more chances to take their childhood away isn't so great. It is heart breaking to see here at some restaurants already.
if so there Workers' Compensation Payment should be more
Youth programs should be exempt as well (as described in question 1 and 2 of this form.)
12 is too young. Not only are kids not mature enough to work, they are still growing and developing as children - Also lots of negative peer influences occur when older teens are supervising 12 and 13 year olds.
I can see this in a "helping out" informal way, the same as helping around the house, for example a mechanics child is bound to pull a wrench now and then, but not be on the actual payroll.

Don't know how this could be monitored
same rules for everyone across the board
Again, parents are the best to determine what their kids can do. But perhaps the above mentioned rules in regards to times should still apply.
As long as they were properly supervised.
If you are serious about bill 109 then make sure that there is a mandatory 5 year review written in the legislation so it can be evaluated and amendments made right away by cabinet (or the house). We create too much legislation in the north that does not have proper monitoring and follow up.
Lots of small family owned businesses rely on the families help to survive and they are usually one on one contact.
With limits (i.e. 8 hrs/week)
but restriction from previous question be common sense for those family members
if not "dangerous" work
depends on the business - if not dangerous & too many hours
As a helper in a safe, supervised job, using common sense. Role modeling would be essential.
This is crucial for some small family owned businesses
Employer is a strong word. Are they on payroll? Can children help out, yes. This is clear that parents are parenting, not employing.
if the children "want" to work and if their hours were limited - not sure how monitoring this would work
Depends on the nature of the business or work.
yes, but they should be monitored closely to make sure the kids are a) being paid legally b) their schooling is not affected negatively
Same rules should apply to all
I would think so.
Please , I hope that Bill 109 will not be accept. (ne sera pas accepter) lar je voudrais que l'age legal pour travailler soit de 16 ans
there will be enough time to work - they need a balance (play, school, sports, relaxing).
12 is TOO young! (except for family business where parents and children work together
Provided it was under the constant care & presence of the parent, ie homemade arts & crafts, baking, woodworking, etc.
Set standard established must be met by these younger workers.
It's difficult to run a business and supervise children at the same time.
Because it is the same as helping around the house.

setting tables etc.
but not exploited
12 is the rule then that is how it should be
Way too much pressure on children under 12 yrs to then be able to concentrate fully on their education. Realize that this situation occurs often enough, but how do you direct parental supervision and time to get schoolwork done?
As long as the work is of a variety outlined by gov't restrictions.
Children of family owned business should be an exception in certain types of employment that are not high risk- i.e. mining , forestry, industrial
Yes if safety and maturity is not an issue
Depends on the position, situation and circumstance.
definitely- excellent way to learn and gain experience.
Only as "unpaid" helpers.
Parents should be required to state their reasoning in writing for review by social services.
Depends on type of occupation.
Employers must educate the young workers. Parents cannot be on site at the job.
Parents may need to take children to work with them if child care is not affordable but children should not have to work.
I never really put a lot of thought into this question as it doesn't relate to me.
It's a cultural question. Helping out teams o.k. but not at regular jobs.
It would be hard to decide the line between helping out and actually working or employed.
If I as a parent to a child of 10 or 11 and own "lets say" a restaurant or a Home based secretarial business, there is no reason that my child couldn't help me "wash the dishes in the restaurant", or, "File papers for me.
No, to ensure no child is being overworked or use for parents financial gain.
You would be making the decisions on what work your child would or wouldn't be able to do.
We know of many successful businesses in town and in the rural community who do so.
This is Canada.
Do not let the state into our family decisions.
A friend of my child has worked in a family restaurant from a very young age late nights. He is not doing well I think because of it.
The same reasons apply to all children whether working for family or not. Those children have the same rights to be kids and focus on school.

Children don't need to be paid to help parents. They could receive an allowance. Keep the legislation simple.
This could be an "exceptional circumstance" depending on nature of work. e.g. time spent with family completing non harmful work.
So long as they are never working alone, always supervised, and not using dangerous equipment.
Too much regulation creates problems although I agree, regulations have a place.
Difficult to answer-technically I would say no- however, bringing your child with you to "help out" would be acceptable to teach them.
Absolutely!!

14. Who do you believe should primarily be responsible for young worker on-the-job safety?

All of the above. Anyone on the job is to watch out for each other.
and supervisors
and supervisors
Employers/business owners and Supervisors.
Employers/Business owners and Supervisors
Anyone on the job is to watch out for each other.
Everyone is responsible, but ultimately the owner.
(Every box has been ticked by this participant) Everyone must be on board for keeping each other + all safe. It must be mandatory, be protocol that it matters to everyone. Essentially you are not safe if someone else it at risk.
Employers must be responsible - otherwise it's a pass the buck for responsibility
Again, ideally the young workers should be, but they are - well - young. Employers need to take responsibility for their safety.
There doesn't need to be a difference from the regular work place obligations.
Use the chain of command start at higher level.
The employers and young workers. The employers through education and the young worker through vigilance.
The employers- they are the one in the job and supervising what the kids are doing, providing coaching and direction.
Trained individuals with experience.
There should be a "set" on the job safety program to ensure consistency.

Safety is everyone's responsibility but young people are merely leaving or not mature enough to fully understand. Parents are not in the list above and should be. Parents, the employer and the law all play a role and no one group can be/should be held fully responsible.
can't check just one - everyone is responsible for raising a child. As a parent you need to teach your child about responsibility - We do not live in a world where people take responsibility of their own actions.
they should understand the risks associated with their business the best.
and supervisors young workers should be taught to speak up about unsafe conditions and to refuse to do and jobs they are unsure of.
Regulators i.e. government. One response doesn't work on this question, sorry.
Although ultimately it is all our responsibilities. I appreciate the education and prevention work WCB has been doing.
Proper and complete training is key to safe working environment
Supervisors are sometimes also "young" young workers - absolutely not A worker with experiences, reliability, training, and over 25. This worker may be supervisor, or it may be the employer. As a parent I have had to step forward into my child's work situation to say something was wrong - because no one. not even those over 40 saw a problem. Maybe young workers need a "hotline" for support to ask "What do I do if..."
Note: respondent indicated young workers as well.
Safety is everyone's responsibility.
they should see to it that everyone is trained
Other - Parents
Employers/business owners and Supervisors.
Employers/business owners, Supervisors and young workers.
it is also the young workers' responsibility too - ultimately has to be responsible for themselves - that is why age 12 is WAY TOO YOUNG!!!
Note: respondent indicated both employer and supervisor
Government policy/Legislation.
Others, Government and WCB - for allowing young people to enter the workforce at too young an age.
Employers should be primarily responsible for all their workers safety.
CHECKED ALL AND ADDED GOV work safety should be mandatory courses in all high schools, including First Aid, WHMIS, lifting procedures....
Child does not have enough maturity to take care of this.
OTHER - WCB: employers and business owners concerns are business not employers, supervisors, should be responsible for enforcing WCB regulations.

parents need to be aware of the job description and training
because they are the ones taking on the responsibility in place of parents/guardians
All of the about should be an option
PERSON CHECKED ALL BOXES
Other WCB. Workers are to a certain extent responsible for safety but its up to Employers through supervisors to ensure a safe environment and training and that works follow through. WCB is responsible for legislations (enforceable) to make this happen.
Even for new workers from other countries that may not know Canadian work rules and practices.
Employers and supervisors of younger workers have a greater responsibility because younger workers may not be aware of the safety requirement or really understand why certain procedures are critical to safety
Supervisors are those training new workers generally. They need to provide good safe training and ensure safety measures are followed, maintained.
OTHER -Parents parents offer direction for their children
Should be educated on work safety. If not responsible, they shouldn't be working.
They are still youth and need guidance. They also should be responsible for the decisions they make. They need to be trained and taught what to do. Employers taking on under 16 should be aware of that it is in additional safety issue.
Employers should be held responsible with strong sanctions for non compliance
Employer should be held responsible and common sense on part of the supervisors and workers is also extremely important and there should be responsibility at all levels.
Unless the supervisor is over the age of 25yrs with supervisory training. ie business communications, conflict resolution, etc
I think the that ultimately the responsibility will fall on the supervisor as they are usually in direct contact with the worker however quite often it is the employer who hires so perhaps the employer should take on that role when hiring under 14 years
it should be the employer of the young worker-if they make the decision to employ at a young age, they need to ensure they work safely.
and supervisors. All are responsible to some degree however the employer should primarily be responsible for ensuring proper safety training and protocols are put in place.
Employers are legislatively required and responsible for their workers safety. They should be held accountable for not doing it.
Obviously the worker has to make safety decisions themselves, but the ability to do this depends on the training & support provided by the employer.
Young workers must be properly trained and regularly attend "refreshers."

Employers/business owners bear their responsibility for all elements and aspects of their business
Parents should also be talking to their children above the work place and advocate for them when necessary.
also think employers, but this site does not accept two. both because they should both have an equal / vested interest in the employees safety
It has to be both the employer and supervisor because the employer can't watch all the employees all the time and the supervisors can't go against the employers wishes.
Supervisors too
Parents should ensure their child is working in a safe supervised, appropriate job, get to know the employer and owners ensuring EVERYONE has the child's safety and rights in mind.
BOTH the direct supervisor and the business/government (as employer) are responsible for young workers job safety
team approach
The buck has to stop at the top. What of teenager supervising teenagers? No. Young workers must have mature adult supervisors.
Parents should teach their children rights and responsibilities - ie can always say no if uncomfortable
I don't think it would be right to put the responsibility on supervisors, as often the ultimate decisions regarding safety are at the owner level. ie. it costs money to provide training/safety equipment and some business owners are cheap and don't want to spend the extra money. Those types prefer to cut corners to pad their bottom line
Parents are responsible to ensure their children are safe and should allow them to work accordingly.
Whatever job, they are going into. I think that their boss/supervisor be responsible for their safety and their work.
If employers are directly responsible then hopefully they'll be concerned about what tasks they assign & consider the "maturity" of that young person which doesn't "kick in" at any specific age/number!
Other = OHSB Comments: training, inspections, enforcement
Supervisor and the workers themselves also need to be responsible for safety.
with minimum safety training requirements set by government
whether they are as close as the parent or the owner of [retail store], if their policy is to hire youth workers, the buck stops there.
Employers and young workers, combined efforts.
all are responsible though

Other = Parents
I would have checked all. I believe anyone who works with youth, in any role need to be responsible for job safety. Employers need to provide extensive job safety training.
young workers should be educated as to their rights and ask for safety training
Other - Gov't safety inspectors However responsibility obviously lies with employers and supervisors to assure their employees have adequate safety training.
Secondary responsibility is supervisors who are adequately trained and qualified.
If you employ youth you assume the risk and responsibility for doing so. A supervisor abusing or acting contrary to an employer's intentions regarding youth workers should be subject to termination.
Education and proper training is essential, but with young people, needs to be repeated every 3 to 4 months.
Everyone - we need to be educated to be responsible for each other and at all times.
Children should never be qualified to be supervisors.
Employer/business owners and Supervisors.
Employers must educate the young workers. Parents cannot be on site at the job.
All of the above and parents too!
Employer/business owners and Supervisors.
owner/employer must ensure supervisors are properly trained to ensure safety of kids on their shift.
I feel strongly that all young workers should have to participate in a safety program that is mandatory for the employer to offer and mandatory for the young worker to participate in!!!
Supervisors should learn to talk and teach young people; develop open communication.
Government
I think all precautioning measures and adequate first aid supply and training should be the employer's responsibility. We all should be responsible for ourselves, of course, but it should be an employer owner to make a clear outline of expectations to supervisors and employers.
Yukon Compensation Health Safety. There needs to be more education and training from the board to the working place.
Answered Employers/business owners and Young Workers.
Employers are liable for the training and protection of employees' safety.
Direct Supervisors
Training is the number one key to keep young workers safe and informed.
In the end everybody need to be responsible. Supervisors can have a huge impact, too. Workers need to be educated.

I checked a and b because I feel an employer and supervisor should be equally responsible.
All of the above.
Supervisors should not have to baby-sit and children do not have fully developed long term planning capacity.
It is really a 3 tiered process. Employers have a responsibility to ensure all employers are knowledgeable about safety expectations, supervisors insure and monitor day to day activities, worker's are responsible for practicing safety on site- they need to know what is expected.
Absolutely, if they hire them, they should make sure they are properly trained. If you hire a young worker you are investing in the future. P.S. I've seen at least one employer take advantage of younger workers inexperience, lack of assertiveness, lack of knowledge.
Employers should have access to training and pay for it. An evaluation of the literacy level should be done and courses or/and training provided.
However, the immediate supervisor should be somewhat responsible but should be a "scapegoat". Ultimately employers are responsible for the well being of their employees.

15. Additional comments

Age is not the issue in safety – it's the employer/supervisor who need to be responsible for it. 12 seems like a good age. Standards for employers is a good idea. I don't support restricting hours kids work during the school week - teenagers do NOT do much else there is NOT that much school work. If they don't work, they watch TV, Internet etc. - 2nd comparison, work is a healthier influence.
There are other benefits to gain by working when you are young. Kids work around home to assist in chores etc. and learn responsibilities. To expand further to other business can also assist kids in deciding what direction a career may or may not go.
There are other benefits to gain by working when you are young. Kids work around home to assist in chores etc and learn responsibilities. To expand further to other business and also assist kids in deciding what direction a career may or may not go.
Age is not the issue in safety-it is the employers/supervisors who need to be responsible for it. 12 seems like a good age. Standards for employers is a good idea. I don't support restricting how kids work during the school week. teenagers do not do much else . There is not that much school work, they watch TV, internet, etc and in comparison, work is healthier influence.
I had difficulty throughout b/c q the phrase at the beginning that exempt babysitting and paper delivery is a form of employment for the purposes of this questionnaire - I support young people doing those and other "chore-like" jobs as employment. Also babysitting in the summer can be 40 hrs. a week - one seems to be employment and the other is not - it does not make sense to me.
Is any money ready to hire inspectors to validate job sites and respond to concerns of child workers or employers?

<p>As mentioned earlier, I believe the " full time job" of any child up until graduation is their formal schooling/education. This is a job I want my children to complete and be proud of and not be adversely affected by part time work.</p>
<p>Hopefully age 12 is not passed !!! Even babysitters are at least 13 which is typically a first job to teach youth for the work force. 12 is not an ideal age for typical employment. Jobs should base age requirements to work load/expectations.</p>
<p>If an employer hires a 14 year old, who may work nights, say till 9:00 and can't drive yet and needs to walk home, who is responsible for the safety of the child? What if they depart work or not to their area where they live?</p>
<p>An employer is responsible for all on the job training, whether it's done by computers, books, trade teachings, but common sense goes a long way when dealing with safety. If a business provides all the correct training, on job experience, time and equipment then really whose fault is it when an employee takes short cuts. But please feel ness. to spend more of my workers' comp \$ to fix something that clearly is not broken - look at the local businesses individually that have the highest accidents, not everyone.</p>
<p>We need to remember that there are many mature young workers who want to work for various reasons and it is not fair to lump all 12 year olds or other age groups as a single entity. Employers and parents can and should discuss the ability and expectation for their children with respect to employment. However, 12 years is the youngest I would allow my children to work.</p>
<p>12 years old is too young to work, they are still baby</p>
<p>Children have the right to play and adults have a responsibility to provide for their kids, so the kids can focus on play. Youth should never serve alcohol, deliver alcohol, or work in an establishment where alcohol is the main commodity for sale.</p>
<p>My son was pulled out of a full day of school to do training for an employer, although I did not give consent. My son actually told the person that got him that I wanted him to stay in his school classes. The school actually let him go without permission, and he was 14. The employer doesn't care about education. Would this law be enforceable? by whom? what if the school could contact the parent/employer/gov't about the effect the job was having on education? Could school attendance be a prerequisite to holding a job?</p>
<p>responsible parents raise responsible children. when hiring someone, One should know the history of the parents.</p>
<p>We are preventing exploitation and reduce risk to children and less experienced workers. It can't be about deciding what's 'bests' for the youth outside of that...Life doesn't fit in a box</p>
<p>Some employers expect and demand too much of our kids.</p>
<p>I do not think that anyone under 19 (legal age) should be allowed to serve liquor.</p>
<p>This entire ordeal is brought upon by lack of employees leave our children alone! and let them be kids. Next they will be sent off to the army at 11 and shown how to manipulate a firearm and take someone elses life!!!!</p>
<p>I certainly hope that you do not make the working age 12 years old. It would be a shame</p>

to take their childhood away.
We as a society, are currently witnessing the elimination of thousands of jobs by unskilled labourers. Advance in technology have contributed to eliminating these jobs. Our children will be maturing into a society that is moving toward more intellectual employment. We need to encourage our children to finish high school and university so that they will be better equipped to enter this intellectual work force. At age 12, children are not mature enough to foresee this and therefore as adults we have a responsibility to encourage and guide our children through at the educational system until they are old enough to enter the work force with a mature attitude.
There is no where on this form to put name or other personal info.
Enforcement of WCB regulations that are already in place would benefit younger workers (ie. single person lifts at grocery stores, proper employee training with equipment. If a young person has to go through graduated licensing why not graduated employment. More hours for more safety training. Establishment of a young workers safety program I think would be essential in preventing injuries amongst Yukon's young work force. Mandatory courses for youth or young workers (standard first aid & CPR, WCB regulations and your responsibility, WCB regulations and employers responsibility, safe work practices) Zero tolerance for employers and employees (employees wearing all PSG, safe workplaces). My personal feelings are that there is not enough enforcement of policies that are already in place. No preventative measures only investigation after incidence.
I think the circumstances vary along with the maturity of the child. If I owned my own business, I would employ my 12 year old.
Make bills to prevent accidents, not limit who can work and when!!
Thanks - my daughter was no longer allowed to work at a local drugstore due to increasing demands for more work at longer evening times. Less safe. No plan for how young (15) students get home after 10:00 pm.
Let's keep our young people safe and help them learn responsibility. Can 12 year olds developmentally make responsible choices and safe choices on a daily basis
15 to 18 yrs should only work less than 20 hr per week during the school year.
Young people face many challenges and working vs going to school may seem attractive. Limits on # of work hours for children 12-15 may deter students from dropping out, leaving home and living on a minimum wage and redirect these students to complete their secondary school education
Together today for our children tomorrow!
Children grow so fast as it is. Why rush them even more by encouraging them to work while attending school. Education is so very important, so give them the time to learn and excel. Once in the workforce, retirement is so very far away, so what's the rush? An employer will not care for and respect young children. Look how they even treat older workers here in the Yukon.
Kids need their education on Safety before work if there were more on this the kids won't get hurt. Any company should have on the job safety course if would bring the number down.

work ethics need to be taught at a young age, I think the parents should best be able to know when their child is ready to start work, work load & days

A safe driving program for young workers age 12-16 is important, as these children rely on others for transportation to and from work. Enhanced city public transit in the evenings up to 9 pm would be good. And a late night shuttle service for young workers (if they are able to work past 9 pm) would also be good safety long the way to and from work is just as important as safety at work. THANK YOU!

Who does this affect? 2 groups: 1) Kids who want more spending money, but could/should be putting more energy into school, sports, etc. 2) Kids who have continually struggled at school don't see a future there and want to get on with life. If the government in effect closes a door for them here, the government must also provide support real & valuable work experience/life skill programs. Drug dealers don't have a minimum employment age.

Government regulatory action is long overdue on this issue

Unfortunately we can not yet trust employers to make sure that our teenagers are not given tasks meant for older employees. Legislation should bring about a change in this. Employers should be very careful about who has access to materials such as pornography.

I do not believe that young workers are given enough job safety training/awareness or skills to say "No". I have a problem with that. They are young and not bold enough, afraid of losing their \$10.00 an hour or less job for the sake of not earning a bit of cash. Employer needs to be more aware of all types of people's allergies & fined for not being responsible. Employers need to conduct more pre-employment awareness. My example: My son starts working @ [restaurant], they hired him a uniform and say we usually tell employee to wash it before they wear it; how can you do that when you start in 5 min. The uniform was coated with Teflon he ended up with a very serious skin rash that had to be treated by a doctor.

My son is 8 years old and wants to make money for chaotic cards which he collects. If our neighbour asked him if he wanted to come and help stack firewood, as parents, we would say he could go until he gets tired. If he wants to work the afternoon, great! As long as he's supervised. He's learning work ethic, how to save money, etc. But of course I wouldn't let him work in a sawmill, by himself, 50 miles away, runny a sharp blade, etc. Use common sense!

I have worked in the oil & gas, forestry and construction fields. No one under 18 should even be close to these jobs. Example: no experience and youth is dangerous to the kids and others. I saw this a lot.

There should be a max working hours per week. I wonder if a kid is able to work after school, do some sports, music, or play with others and are able to do their homework, studying time tables, doing school projects etc... I don't think so. Exhausted kids are likely to take drugs or alcohol to minimize the stress level.

This ties into the audit of the education system that found students disengaging from the schools at TOO YOUNG an age. What is taking over their time? JOBS. Having a job becomes the primary focus of their energy. They are moving into the adult world at too young an age. Yukon is bad for this. (I grew up in N.S. where min. age to worker was 16

<p>- and even at that age I was occasionally clueless and a danger to myself & others. Part of their reasoning was to limit adult underemployment).</p>
<p>12 years old - light work 16 years old and up can do heavy duty work depending on their experience</p>
<p>I just hope that the minimum working age in Yukon with Bill 109 was 16 years. Thank you so much to help your community and I so sorry to right on both languages.</p>
<p>would have appreciated a friendlier optional questionnaire available online or at your office (to save paper) WCB needs to improve its french language option, especially on your website</p>
<p>Reinstate subsidies for 1st Aid training. Direct employer premiums to prevention through proactive training awareness of young workers.</p>
<p>As indicated, this issue should be put to a vote</p>
<p>In mining & construction & forestry or any jobs with high fatality or accident rate, people should have to be given medicals and a drug test.</p>
<p>Perhaps Yukon Workers Compensation should develop a youth job safety course that is mandatory for all employees under the age of 25 years. Also for certain jobs the employer have to offer job safety training. Supervising youth on the job, everyday is important. Co-workers of any age need to set a good safety example. Always! Thank you for giving me, a concerned parent the opportunity to give my input. I look forward to hearing more.</p>
<p>I don't agree with 12 -15 year olds being prohibited from working more then the mentioned number of hours on school and non-school days because there are a number of children out there who depend on work to provide them with a source of money for what may be some essential things that their "poor" parents can't provide and speaking of someone I know who was left pretty much alone at the age of 14 to fend for himself. If he didn't have work he would have starved.</p>
<p>As a parent of non-driving children I would like to stress the idea of limiting the # of hrs/week & per day non school days youth can work.</p>
<p>12 is too young to be the minimum working age. 14-15 is more appropriate</p>
<p>It is about time that the Yukon Government addressed labour legislation. Young workers need to be protected just as much as any worker.</p>
<p>I believe that all children should also be receiving some schooling pertaining to employment practices as part of the required curriculum. This training should be designed to inform them of their rights and appropriate protocol for addressing workplace concerns, managing their wages, safety...</p>
<p>It should be up to parents to figure out if child is mature and responsible enough for them to work and be able to help throughout training and conditioning.</p>
<p>I believe that a 3 hr shift for students would be suffice. As a person who worked part time from 16 on working 4-7, 5-8, 6-9 still allows time to continue your academics.</p>
<p>Young workers should all have training in all dangerous jobs and should have less hours except on holidays. Some young people like to sleep in when they are on holidays. They</p>

<p>need to be trained and taught about safety in all jobs. My child goes to a special school across from Sally Anne.</p>
<p>12 is too young to work, that is what newspapers and babysitting, dog walking, snow shovelling etc.</p>
<p>Restricting a youths work to 2 hours on a school night assumes that they have other positive ways to occupy their time. Not always the case. Their hours should not be limited by law.</p>
<p>12 to 15 years old is too young to work.</p>
<p>If the main focus is to protect kids safety evaluation is key. Make Occupational Health and Safety part of the school curriculum.</p>
<p>From : Eileen Kaye h-633-4112 w-667-5083 ext 221</p>
<p>I do not agree with businesses leaving supervisors who are within a close age of their peers. Careless and reckless behaviour is usually a result. I have seen this first hand, especially with fast food restaurants. The younger staff are not responsible enough to be serving customers and don't have a lot of life experience to handle issues when they arise, All rules are broken, including food safety, without proper supervision.</p>
<p>There are far too many young children employed in Whitehorse that can't possibly understand the safety concerns or implications. They are also too young to stand up for themselves. They need time to be children!</p>
<p>I feel also that if we limit even more the age, hours and time that students can work we are going to have an even greater bigger problems with shortage of workers in the Yukon. Also needed to be considered: The Dept of Education is talking about Experimental trade program and Skills Canada is looking at Apprenticeship for youths who are having difficulties in an academic context. These regulations it applied would even more limit the option of kids who are struggling in school (in an academic focus school context. Also we allow our children to learn how to drive at 15 but we want to restrict age at which they can work! What about the teenagers are parents at a young age and need to work to sustain their household.</p>
<p>I'm glad to have an opportunity to influence decisions that effect my kids! Good idea.</p>
<p>the decision-making skills and development of a 12, 13, 14 year old have not matured enough in general. Given safety situations and reactions to unsafe demands by an employer, these children will most likely not make good decisions. As a society we need to protect our children. When young people begin making money so early they see less need for school. Let's support our kids to achieve good grades and be employed later in life, better able to contribute to our society. 15 should be the age for summer jobs.</p>
<p>I think its unfortunate that we need to legislate what parents should be taking responsibility for and that is setting some guidelines. Respect the child's youth, inexperience and need for home support.</p>
<p>I strongly believe 12 year old is extremely young for anyone to be working, and I don't understand why anyone would want to when they know they have a whole lifetime of employment in the not too distant future. Children should be making the most of being children.</p>

Certain employers do take advantage of young workers, scheduling them for many hours because of a lack of older employees. Supervisors i.e. at Fast Food Places are often very young themselves. Would like to see a training/educational workplace unit in high school. European countries i.e. Switzerland, have much stricter laws and regulations.

Restricting 12 - 15 year olds to 2 hour shifts on school nights is ridiculous. It will merely result in kids being scheduled more night during the week versus 1 or 2 longer shifts. It is also overly burdensome on employers who already struggle to find workers due to our labour shortage. I suggest a restriction to not beyond 10 p.m. on a school night and no more than 3 shifts on a school night per week.

Some employers ask them to work faster or schedule them in shifts that they would not dream of asking older workers to do. Expect them to do things without giving them proper instructions...employers should tune up! How about building some of these workers education into high school career planning classes.

I would also propose and add to bill 109 that all young workers get their competency card from TOWES regarding basic competencies. If you want to know more just type TOWES in Google.

Parents/Guardians should have the final say in whether their children work or how long they work and should be negotiated between them. If school work suffers the parents can decide to cut their hours or stop working.

I can only guess that employment has kept a lot of kids from delving into drugs and alcohol through boredom. I am in full support of teaching kids to learn a good work ethic at a young age.