

July 2014



## Working With Young Co-Workers

Summer is finally here, meaning you can look forward to warmer weather, longer days and all sorts of outdoor fun. But summer is not just about leisure - for many young people, summer is a time for seasonal employment to make money while on break from school.

As an experienced worker, you may be tasked with assisting or mentoring a younger worker this summer. For many of these temporary young workers, this is their first foray into the working world. They require special supervision to ensure their jobs are done safely and correctly.

Instead of dismissing a new young worker as just another co-worker, provide him or her with additional support. It will make your job easier, keep you and your co-workers safe, and may save you from having to fix innocent mistakes.

Because they are new to the workplace, many young workers may be unfamiliar with the risks associated with machines, equipment and substances that you and your co-workers think are obvious. Be patient with young co-workers, as their physical and psychological immaturity can make eager to please, but overzealous. In their eagerness, young workers may make dangerous mistakes. They can avoid such mistakes with your help and supervision.

Do not show young co-workers "shortcuts" you have gleaned along the way -- they do not have the experience to rely on shortcuts and deal with any problems that may arise from using them. To instill good habits, always model proper work etiquette, such as wearing protective equipment and using the correct precautions.

## Minimize Your Internship Related Liability



Hiring interns at your company is an effective way to provide work experience for students and to scope for potential job candidates.

But if your internships are unpaid, you could be violated the Fair Labor Standards Act, which establishes minimum wage and

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overtime standards. You also risk legal action from current or former interns, seeking compensation they did not earn while interning.

To determine whether it is permissible for your company to hire unpaid interns, use these criteria from the Department of Labor:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an education environment.
2. The internship experience is for the benefit of the intern.
3. The intern does not displace regular employees, but works under close supervision of existing staff.
4. The employer that provides the training derives no immediate advantage from the activities of the intern and on occasion its operations may actually be impeded.
5. The intern is not necessarily entitled to a job at the conclusion of the internship.
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the information.

Save yourself from potential legal trouble by evaluating your internship program and determining whether or not your interns should be paid.

## Health & Life Insurance

Summer is the perfect time to review your health & life insurance. When is the last time you reviewed your health insurance coverages or deductibles? Has your life changed since you started your life insurance? Have you had children? Or kids flew the nest? Changed jobs?

Fall and winter typically brings a faster-pace time in our lives. Before school, football, and holidays start, call Insurors of Texas at 254-759-3701 (1-800-267-6221) to discuss your health and life insurance needs.

### Need assistance?



Contact [Insurors of Texas](#) for all of your insurance and bonding needs. We have specialist in each field -- personal insurance, business insurance, bonding, and retirement planning.

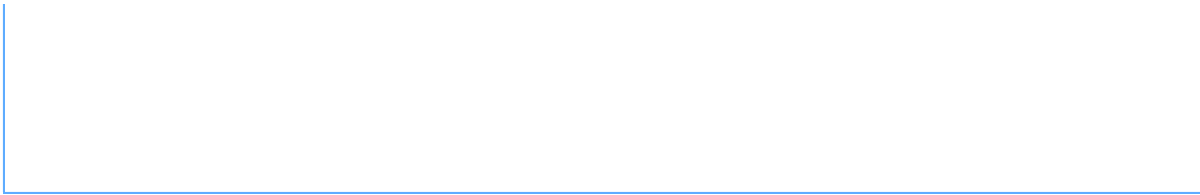
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