

Helping Your Teens Stay Safe At Work

If there's any one thing that seems to go hand-in-hand with adolescence, it's the ongoing need for independence. For most teens, there's a great deal of satisfaction to be had in earning their own money, and having the freedom to spend it. However, parents should keep in mind that there are risks that are associated with many part-time jobs and workplaces, and encouraging your teens to discuss their work and share any health and safety concerns with you is always a good idea. Here are some tips for parents that will help ensure your teens stay safe - and healthy - at work:

- Know the laws and regulations governing your teen at work.
- Tell them to report any hazard they see to their boss or supervisor.

- Find out what tasks they are responsible for. Are they required to do heavy lifting, or work unsupervised for extended periods?

- Encourage them not to be afraid to ask for training and assistance before operating any machine or doing a new job or task. Remind them that they have the right to refuse to perform work they believe is hazardous to their health and safety.

- Watch for warning signs that may indicate that the work may no longer be in your child's best interest, or that they may be at risk for injury, such as: working too many hours; overtiredness; decreased interest in school and extracurricular activities; work injuries among co-workers; and citations in the workplace for labour law violations.

- If your teens have concerns about safety at work, help them think about what change is required, and how to approach the supervisor.

(Continued on next side...)

Getting a Handle on Legal Issues

Understanding the legal system is not an easy task. Nor do most individuals have the time or resources to do so. Depending on the circumstances at hand, you may not know if you even require legal assistance, what the appropriate steps are, and how to select a lawyer who might be able to help. Your situation may be further complicated by financial, personal and relationship issues linked to your legal concerns that are probably causing a great deal of stress and anxiety. There are many issues that you may want to address by seeking legal assistance, ranging from buying or selling a home, creating a will, custody matters and tenant issues, to separation, divorce and equal rights. Avoiding addressing these kinds of issues through legal consultation - and trying to just resolve them on your own - can sometimes lead to further complications and higher costs down the road. Here is a suggestion for finding a lawyer to address your legal concerns,

- Ask your family, friends or co-workers if they can recommend a lawyer that they may have retained in the past or look in the yellow pages under lawyers.

Contact your Legal Advisory Service through your EAP for telephone information and advice, and if necessary, a referral to an appropriate local lawyer who will offer services at a preferred rate. Call 1-800-268-5211.

Helpful Link: http://www.infocan.gc.ca/facts/juri_e.html

This newsletter is provided by your Employee Assistance Program (EAP) at no cost to you, to help you and your family integrate the everyday challenges you face in your lives at work and at home.

WorkLife Solutions can offer helpful advice, educational information and resources on a wide range of issues, including childcare, parenting, homecare, eldercare, legal, career, and financial issues.



(Helping Your Teens Continued...)

- If your teen is overtired or having trouble keeping up with schoolwork, help by setting limits on hours worked.

Contact Youthline through your EAP for more information, resources, and an objective point of view. This service is available to you and your children, ages 12-19, and young adults, ages 20-25. Call 1-800-268-5211.

Helpful Link: <http://www.yworker.com/>

Building Your Kids' Planning Skills

Learning to plan at an early age is critical to success in school and later in life. Planning involves doing things in a particular order, predicting and estimating - skills that can be applied to reading and math. Also, children who have learned planning skills feel like they are more in control, and are therefore more capable and confident. They're also less likely to forget their homework at school, or wait until the last minute to study for a test. Here are some suggestions for getting your kids into the habit of planning ahead:

- For preschool children, boost their sense of security by telling them what will happen next, such as: "After you have your nap, we'll play a game."
- Give your children choices. Even though it's easier to do the planning for your children, giving them some choices will help them develop their

decision-making skills, and build their sense of independence.

- School-age children need help developing routines. Show them how to develop good habits by suggesting they do their homework at the same time every evening.
- Play strategy games like chess and checkers that involve thinking ahead.
- Provide positive support to preteens who seem to become overwhelmed when they fall behind. It's not uncommon for children at this age to get caught up in socializing and become forgetful and less reliable. Positive encouragement and support can help change these patterns.
- Help your kids figure out the necessary steps to achieving their goals. This will help illustrate the value of having well-developed planning skills.

For more information and tips on practical parenting, contact your EAP at 1-800-268-5211.

Growing with Your Toddler

Raising a family is a rewarding experience. Anyone who has tried to civilize a toddler knows you need to keep your sense of humour while explaining that biting is not an appropriate way of showing frustration.

Is your imagination dwindling? Do you need some tips on disciplining, suggestions on amusing your toddler or information on developmental stages? Look no further than the **Toddler Kit, free of charge through your EAP**. It offers information and resources

that address the many demands of raising a toddler. Included in the kit is the book *What to Expect, the Toddler Years* and an interactive parent/toddler booklet on "What Work and Family Means."

For answers to your specific questions and to receive your Toddler Kit, contact a WorkLife Specialist at 1-800-268-5211.

Helpful Link:
http://www.communication.gc.ca/children-enfants/serv_e.htm

livingwell



WorkLife Solutions

For more information or assistance with any WorkLife Solutions, call your Employee Assistance Program (EAP). It's a free, confidential service for you and your family.

1-800-268-5211
(English)
or
1-800-363-3872
(en français)

You can also visit our website at **www.fgiworldmembers.com** for more information and resources.

We welcome any suggestions you may have about topics you'd like to see covered in *Living Well*. Please contact Barbara Jaworski, Director, WorkLife Solutions by e-mailing bjaworski@fgiworld.com, writing to the address below, or calling her at FGI at: 1-800-263-4533.

FGI
10 Commerce Valley Drive East,
Suite 200
Thornhill, ON
L3T 7N7