



Curriculum Masters and Overheads

Lesson 4 Implementing Change

Health and Safety Awareness for Working Teens in Agriculture

Dept of Environmental and Occupational
Health Sciences
School of Public Health and Community Medicine
University of Washington

Lesson 4

Implementing Change



Discussion Questions

- *Who here currently is working or has had a job in the past?*
- *Have you ever experience a time when you were hesitant to approach your supervisor about a workplace problem (i.e. a piece of broken equipment, a different way to do a task, a labor law violation, etc.)?*
- *If so, how did you deal with the situation? Did you say something to your employer, or did you not say anything and just let it slide?*
- *What was the result of your action or inaction?*

Consequences Chart Questions

- What are some of the **negative** things that might result from speaking up about a workplace problem?
- What are some of the **positive** things that might result from speaking up about a workplace problem?
- What **positive** things might happen if you don't say something about a workplace problem?
- What **negative** things might happen if you don't say something about a workplace problem?

Conversation Preparation

- Students plan a strategy for approaching a supervisor about a specific hazard.
- Pass out copies of the Nursery and/or Orchard Scenarios.
- Use the Problem Solving Planning Sheet to plan a strategy for approaching the supervisor.
- Students think about what dialogue they would use in approaching the supervisor.

Master 4.1 Problem Solving Planning Sheet



Consider each of the following steps, and if possible include them in your solution to resolving the problem at work.

Each step has several examples of things you should consider.

Master 4.1 Problem Solving Planning Sheet

1. Identify what the problem is and why you want the supervisor to make a change.

- What is the specific problem I am having? Is it a work schedule, a task, a piece of equipment, or a co-worker?
- What is the impact the problem is having on me? Is my school work suffering? Am I getting injured?

2. Know what your rights are and what the labor laws say.

- Are any laws being broken where I work? If so which ones?
- What do the labor laws say about work hours during the school year? When can I legally work?

Master 4.1 Problem Solving Planning Sheet

3. Think of ways that the problem or hazard can be reduced or prevented.

- Is there a safer way to do a task?
- Could my work schedule be revised?

4. Who else should I talk with before approaching my supervisor?

- Would I feel more comfortable approaching my supervisor alone or with a co-worker?
- Would I like my parent, guardian or teacher to come with me when I meet with my supervisor?
- Can I get advice and support from co-workers, family members, teachers or my union representative (if I have one)?

Master 4.1 Problem Solving Planning Sheet

5. Consider what is the best time and place to approach my supervisor.

- Can I make an appointment to talk with my supervisor about the problem I am having?
- When is a quiet or slow time during the shift when my supervisor would be the least busy or distracted?

6. Come up with a list of one or more suggestions that I think would improve the situation.

- Can I get help from another co-worker on a task?
- Can my supervisor adjust my work schedule?
- Can my supervisor provide safety training or equipment?

Master 4.1 Problem Solving Planning Sheet -

7. Be Assertive

- You can assert yourself without being aggressive.
- Avoid using threats or insults.
- Remain calm and level-headed.
Be aware of your body language. What does it say about your attitude?

8. Consider when it is appropriate to contact an outside agency for help.

- If my employer will not listen or correct the problem, at what point should I contact the Washington State Department of Labor & Industries?

Master 4.2 Nursery Scenario

It's evening outside a large plant nursery where several young people work. They were responsible for watering and weeding the plants. Jim (16 years old), Maria (15 years old) and Rose (16 years old) are on break when Mr./Ms. Jones, the head supervisor, comes out to speak to them.



Master 4.3 Orchard Scenario

It's summertime at the local orchard where several young people work. These young workers help care for the orchards as well as help in the harvest, packing and other operations on the farm. Ryan (15 years old), Emily (16 years old) and Miguel (17 years old) talk with Mr./Ms. Smith, their supervisor, to get directions on what they will do that day.



Activity 4C: Role Play Wheel - Summary

Role Play Wheel Summary

1. Split the students into two even groups. If the class is too large, smaller groups may be formed.
2. Using the selected scenarios, assign half of the group one scenario and half of the group the other scenario.
3. Students prepare for a conversation with their supervisor regarding their respective scenarios.
4. Students form two circles (one inside the other) by sitting in chairs or standing in a circle.
5. Those sitting on the outside will act as the employer and those sitting on the inside will act as the employee.
6. Students have 2-4 minutes to carry out their conversations and attempt to come to an agreement on a solution to the hazard(s) proposed in the scenario.
7. Rotate - students on the outside move one to the left.
8. Students repeat their conversation with a new supervisor.
9. At the end of another 2-4 minutes, students move places again and switch roles (outside students are now employees and inside students are employers).
10. After three to five rotations, stop and as a whole group ask the following questions for discussion.

Activity 4C: Role Play Wheel - Employee Discussion Questions

Discussion Questions As an employee...

- How did you feel approaching the employer?
- How were your suggestions received?
- Do you believe that you were successful in reaching an agreement?
- If not, what would you have done differently to bring about a change?

Discussion Questions As an employer...

- How did you feel being approached by the employer?
- Were their suggestions reasonable?
- Do you believe that you were successful in reaching an agreement?
- If not, what would you have done differently to bring about a change?

Discussion Questions

- What did the workers hope to accomplish?
- What did the workers do before approaching the supervisor? Did they find out what their rights were? Did they discuss ways to solve the problem? Who did they talk to before going to the employer?
- When the workers met with the employer, what did they say and how did they say it?
- Did the workers achieve the goal(s) they set at the beginning? If not, what else should they do?
- To the supervisor: What did you think of the way that the group approached you?