Orchid Palm Grill

MEMO

To: Devin Washington, Vice President, Quality and Customer Service

From: Laura Mabry Hernandez, Vice President, Human Resources

Date: July 7

Subject: Teen Worker Safety in Our Restaurants

Table 1. Bell Orchid Hotel Group Teen Injuries

|  |  |
| --- | --- |
| Year | Teen Injuries |
| **2004** | 47 |
| **2005** | 51 |
| **2006** | 39 |
| **2007** | 38 |

Approximately 15% of our current workforce is between 16 and 20 years old. As we expand into new geographic areas, that percentage is expected to increase. The Occupational Safety and Health Administration (OSHA) estimates that nationwide approximately 30% of food service employees are under 20 years old.

In the next few months, OSHA is expected to announce a new safety program for teen workers. In anticipation of this new program, I have put together some data about injuries. Table 1 shows injuries to our teenage employees from 2000-2003. Reported injuries to teenage restaurant workers in the eight-county area are shown in Table 2, although the data is by fiscal year (July through June) and does not directly match our company data.

Table 2. Teen Worker Injuries in Restaurants

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | FY 03-04 | FY 04-05 | FY 05-06 | FY 06-07 |
| **Burns** | 687 | 719 | 722 | 672 |
| **Cuts** | 478 | 515 | 574 | 617 |
| **Sprains** | 247 | 244 | 316 | 291 |
| **Fractures** | 29 | 31 | 19 | 40 |
| **Total** | 1,441 | 1,509 | 1,631 | 1,620 |