**Case Study Situation**

You are to assume the roles of assistant managers at Laneco, a cardboard box manufacturing plant. A employee of the plant was injured on the job running one of the machines. The plant manage has asked you to give advice on whether or not the employee has a valid claim and how to proceed.

The employee, Greg Dubiel, 17 was severely injured while running a cardboard box bailing machine. Texas law prohibits minors under the age of 16 from operating any power-driven machine and those under the age or 18 from operating power-driven machines listed in the statutes. While the equipment that Dubiel was operating was not listed in the statutes, Dubiel argued that the bailing machine was similar to some of the machines included in the lab and that Laneco had violated the statute. Laneco argues that since the machine was not specifically listed in the statute that they have not violated the statute.

The manager (judge) has asked you to discuss the situation and then advise him/her about what course of action Laneco should take. He/she is concerned since they have other employees operating this machinery. Should they create a policy that employees under the age of 18 cannot operate any type of power-driven machinery or are they safe to proceed as long as the machines are not listed in the statute?

You will advise the manager (judge) in a meeting to take place in the manager’s office. The manager (judge) will begin the meeting by greeting you and asking to hear your advice.