



# Examining the injuries of temporary help agency workers

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**Senior Research Analyst**

# Temporary help services industry

NAICS code 561320, defined:

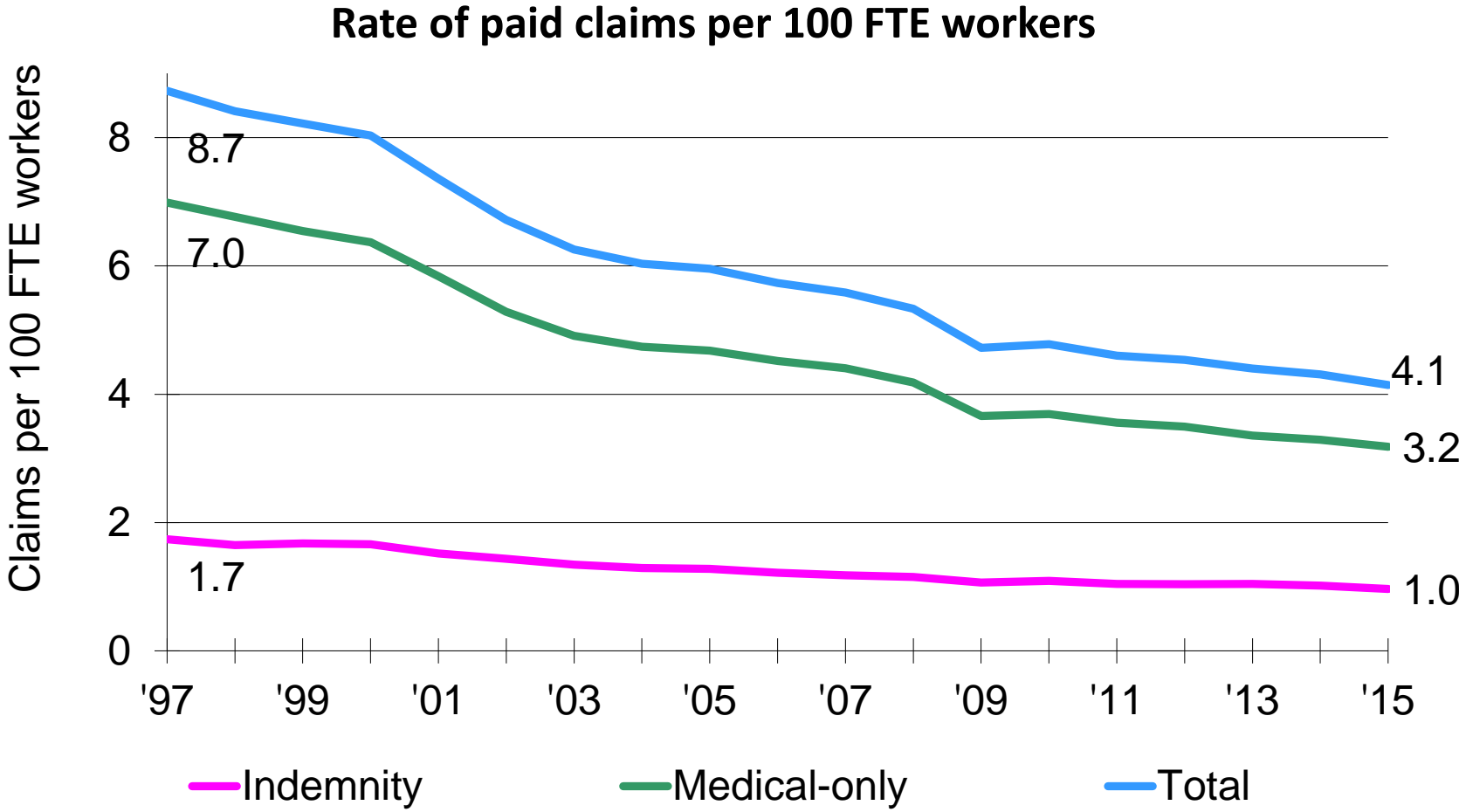
- This industry comprises establishments primarily engaged in supplying workers to clients' businesses for limited periods of time to supplement the working force of the client.
- The individuals provided *are employees of the temporary help service establishment.*
- However, these establishments *do not provide direct supervision* of their employees at the clients' work sites.

# Responsibility for workers' compensation

- The individuals provided *are employees of the temporary help service establishment*.\*

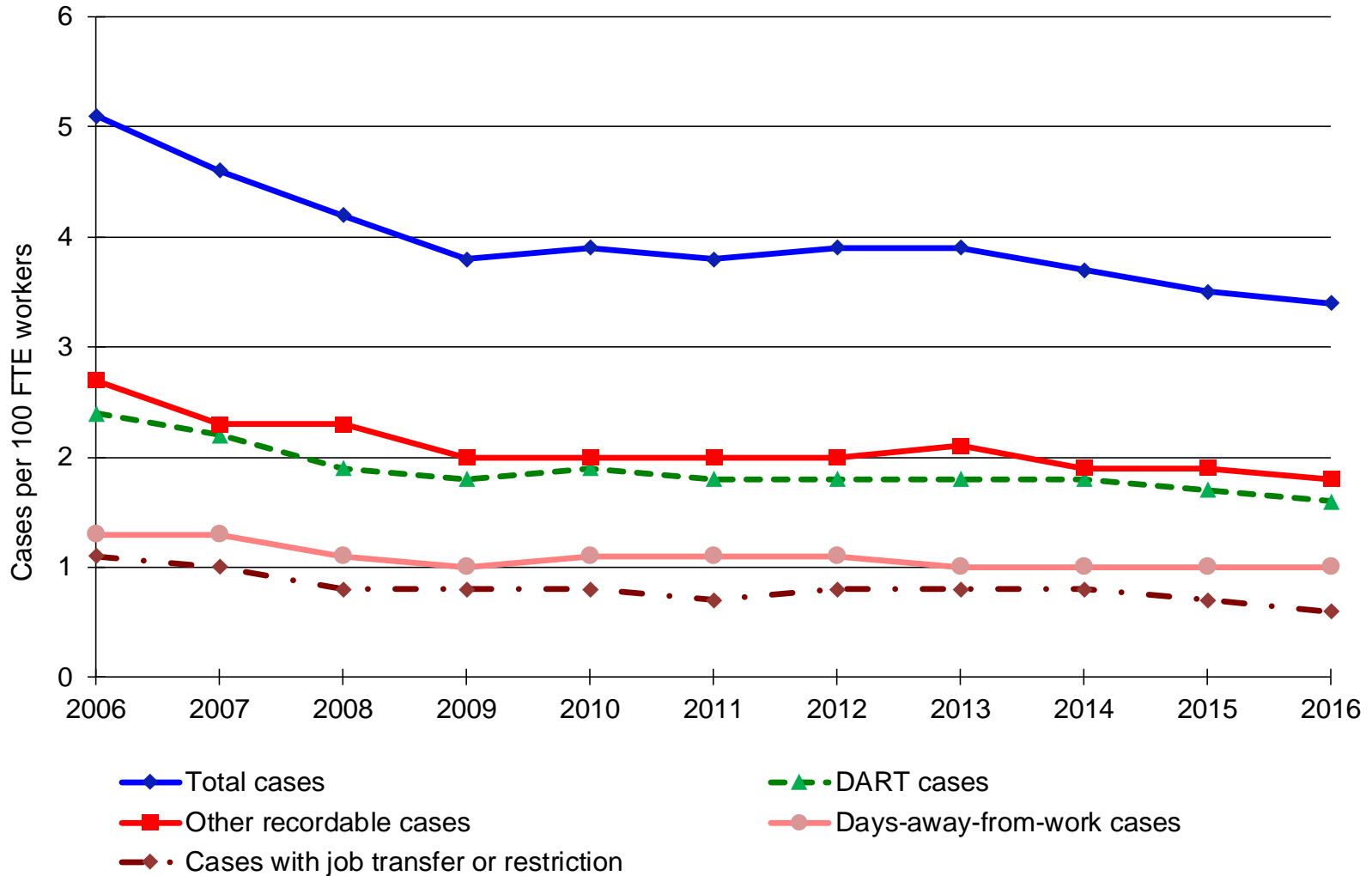
\*Note that under Minnesota law, the temporary agency is the general employer and the employer needing services is the special employer. As joint employers, both are liable for workers' compensation injuries (although they may agree to a different arrangement for payment of workers' compensation). See, Minn. Stat. § 176.071; *Guevara v. BT-PCE* (WCCA July 29, 2014).

# Slower decrease in MN work comp claims rate since 2009

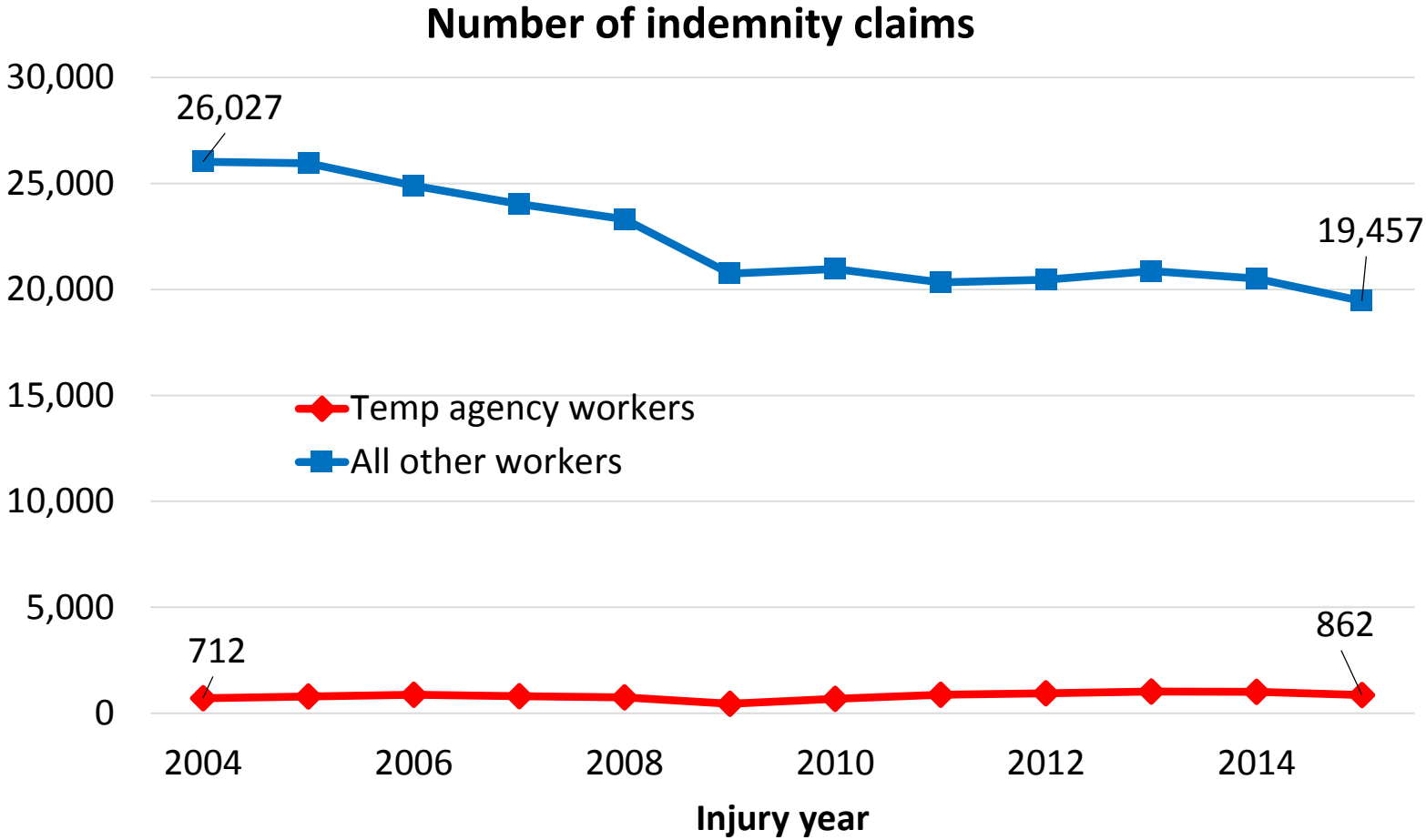


## Injury and Illness Case Incidence Rates, Minnesota, 2006-2016

### Survey of Occupational Injuries and Illnesses

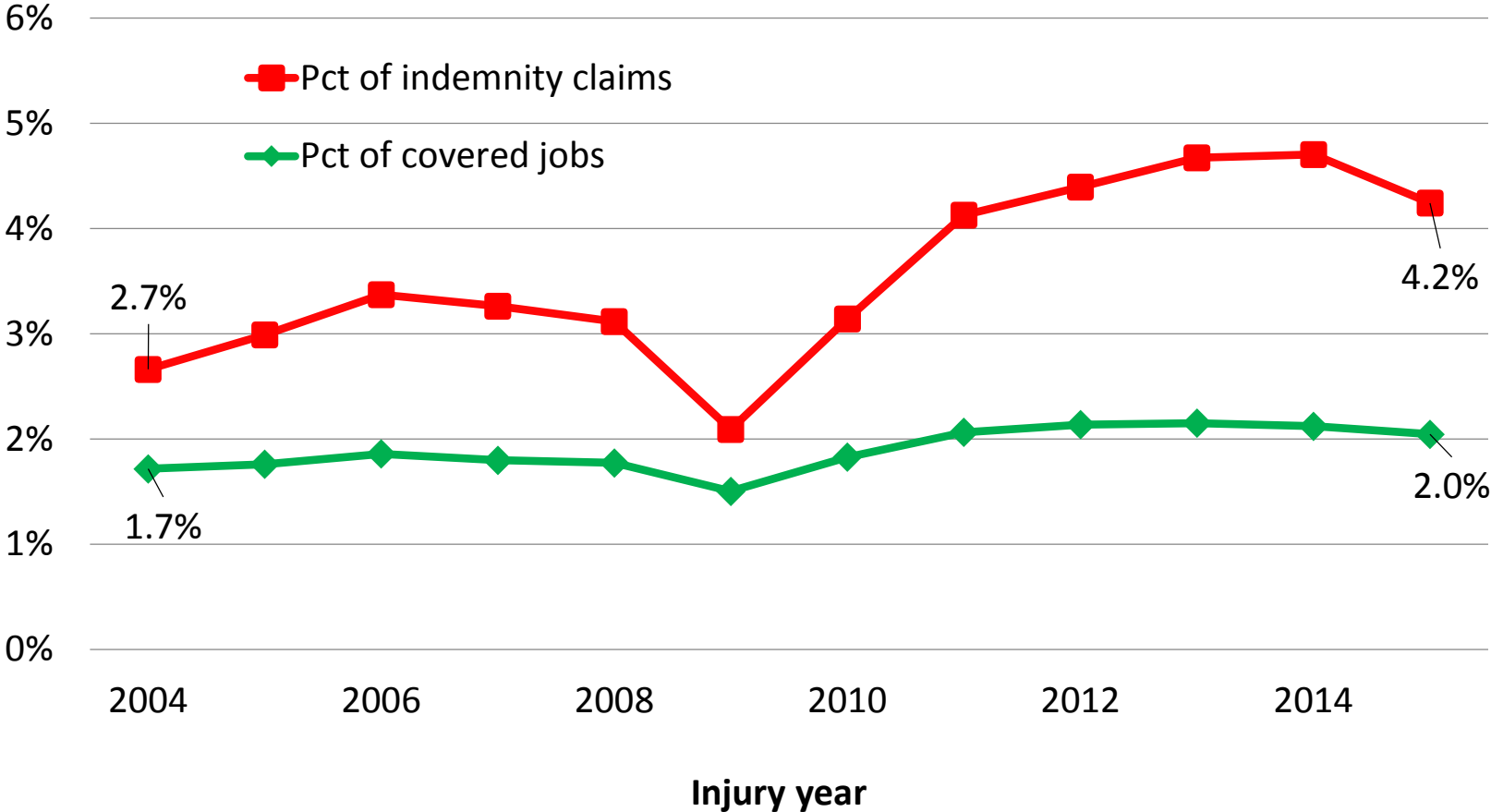


# 21% increase for temp help industry, 25% drop in all other industries

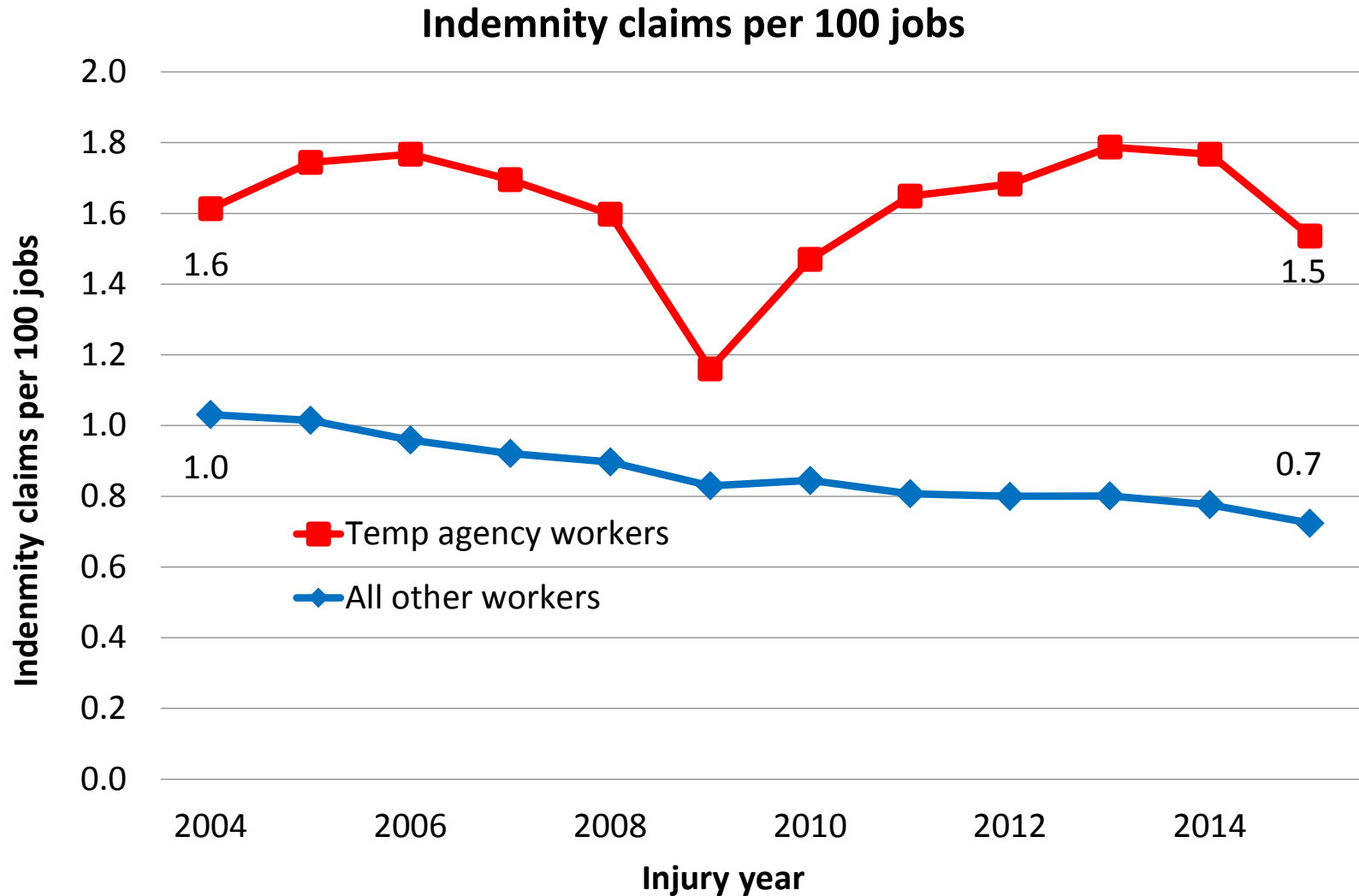


# Temp help services is a growing presence

## Relative size of temporary employment agency workers

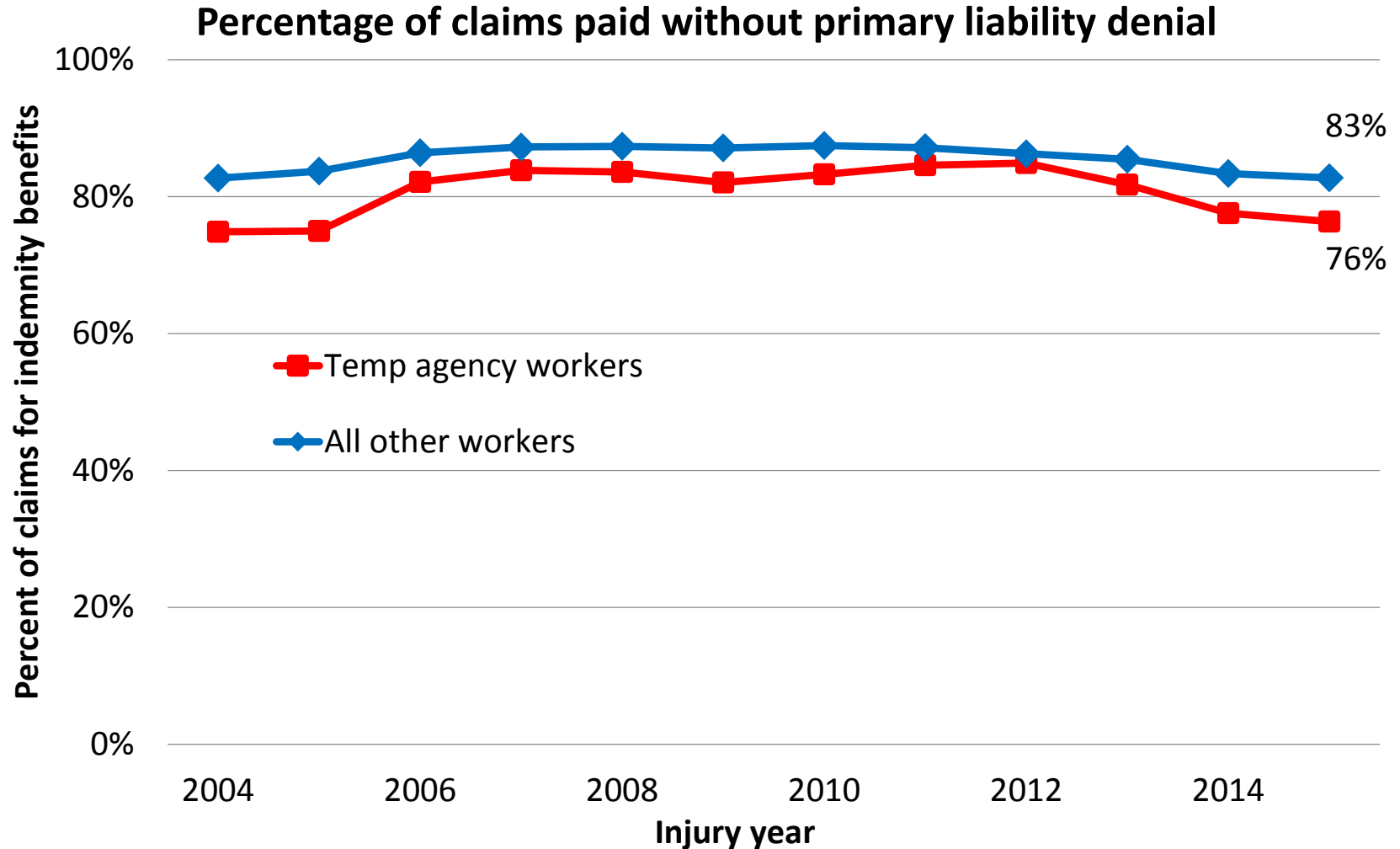


# Temp help has double the claims rate

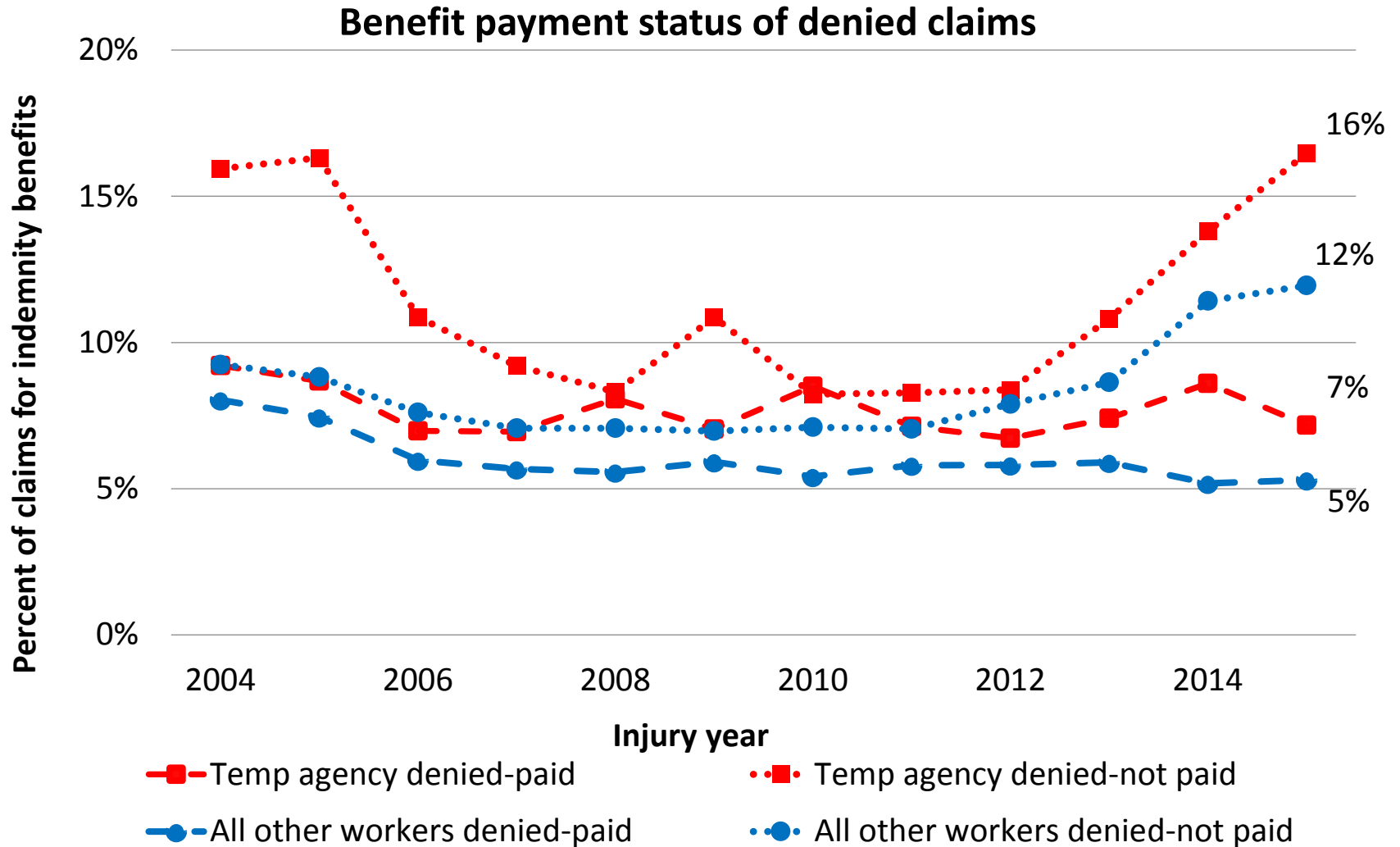




# Temp help workers are less likely to have their claim accepted

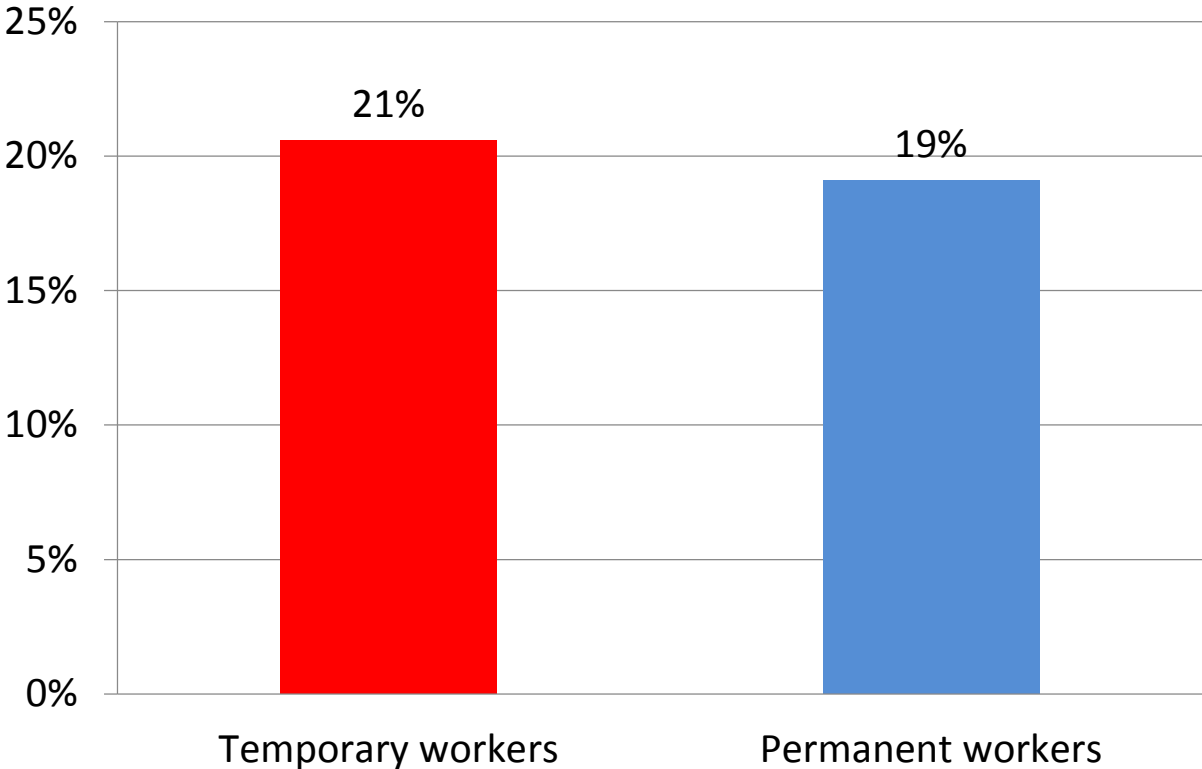


# Temp help workers have more denials never paid



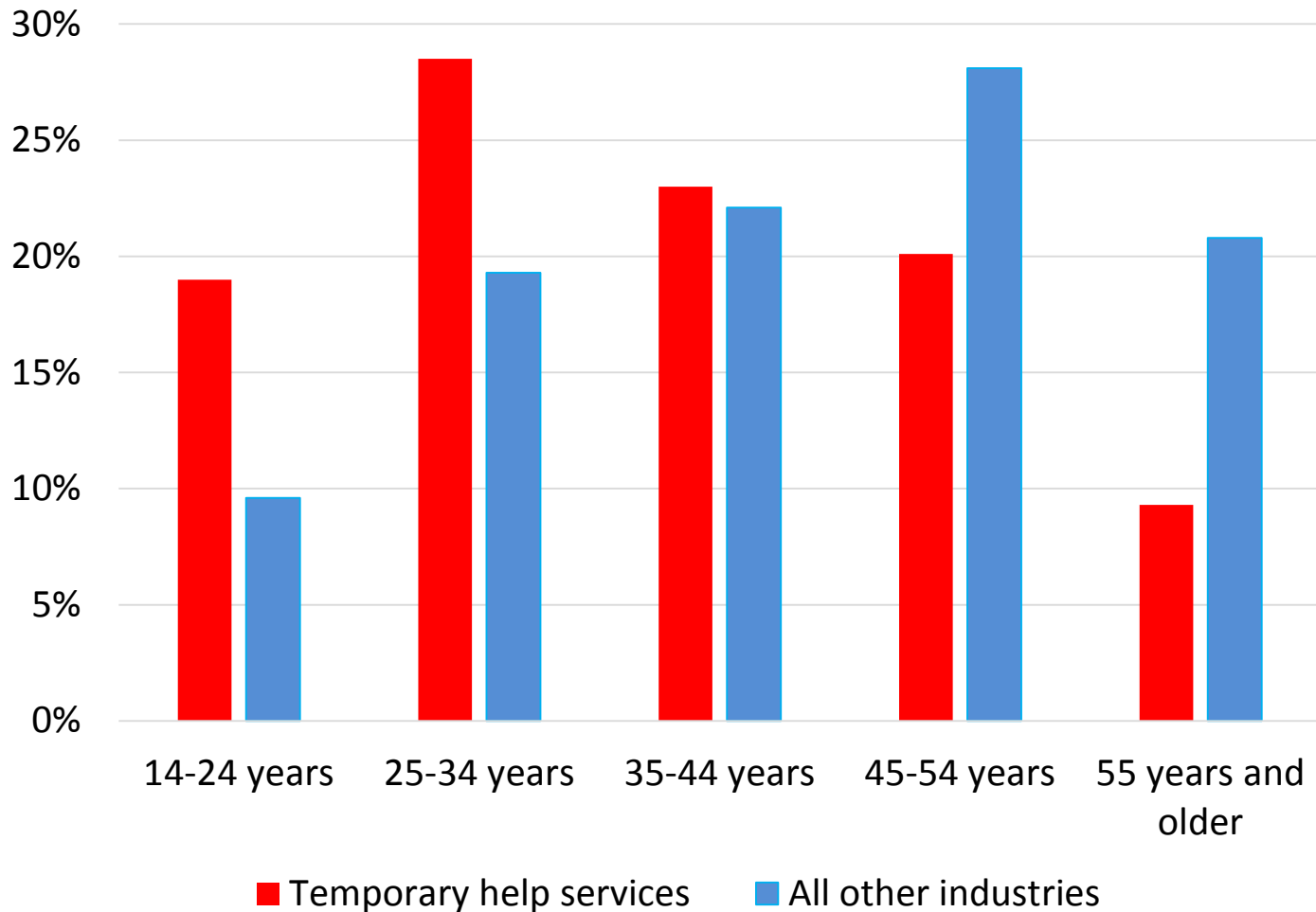
# Similar attorney use

**Workers with attorneys, 2012-2016 closures, 90 days maximum job tenure**

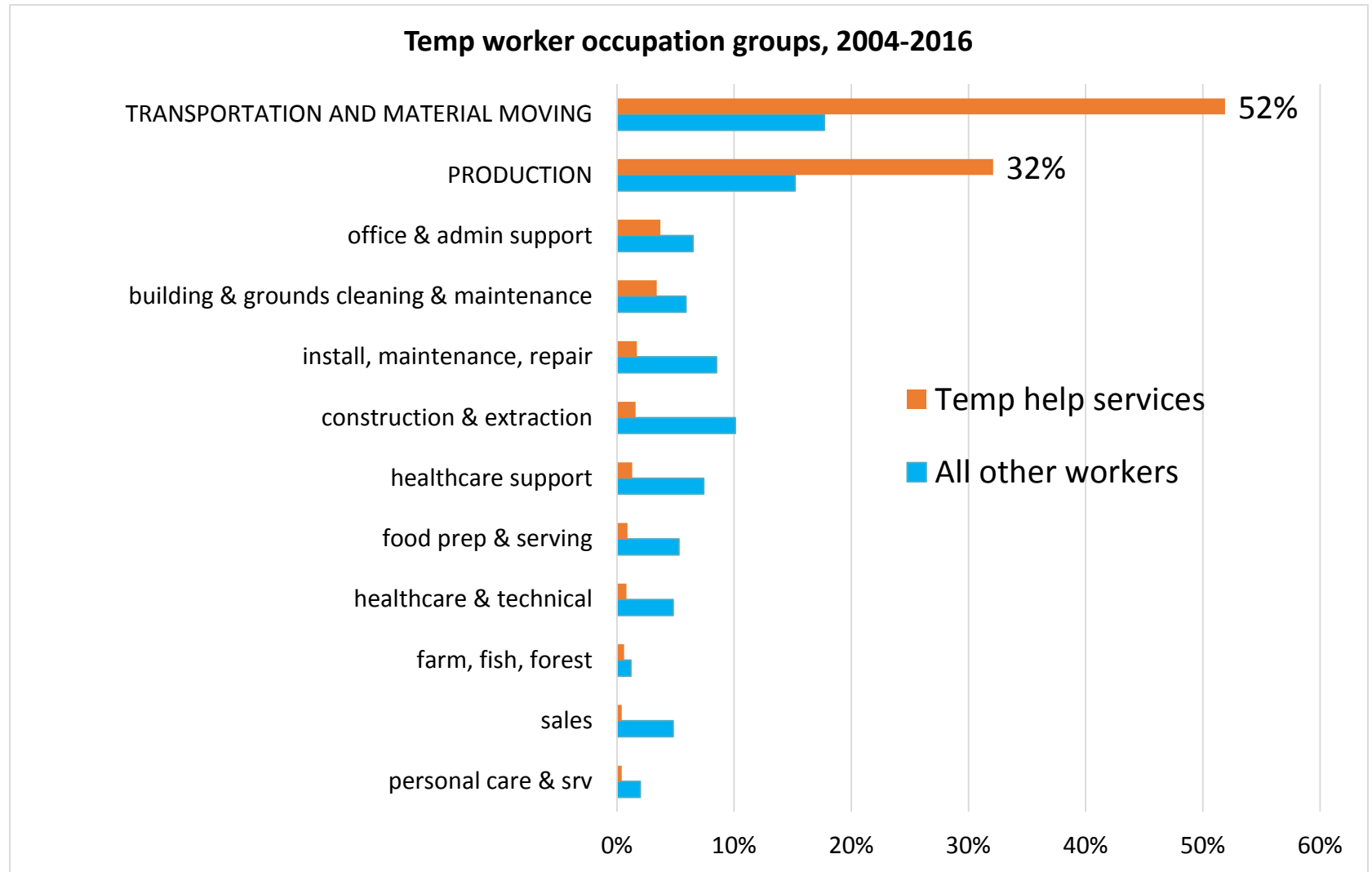


# Mirror-image age distributions!

Age at injury, claim closures 2004-2016

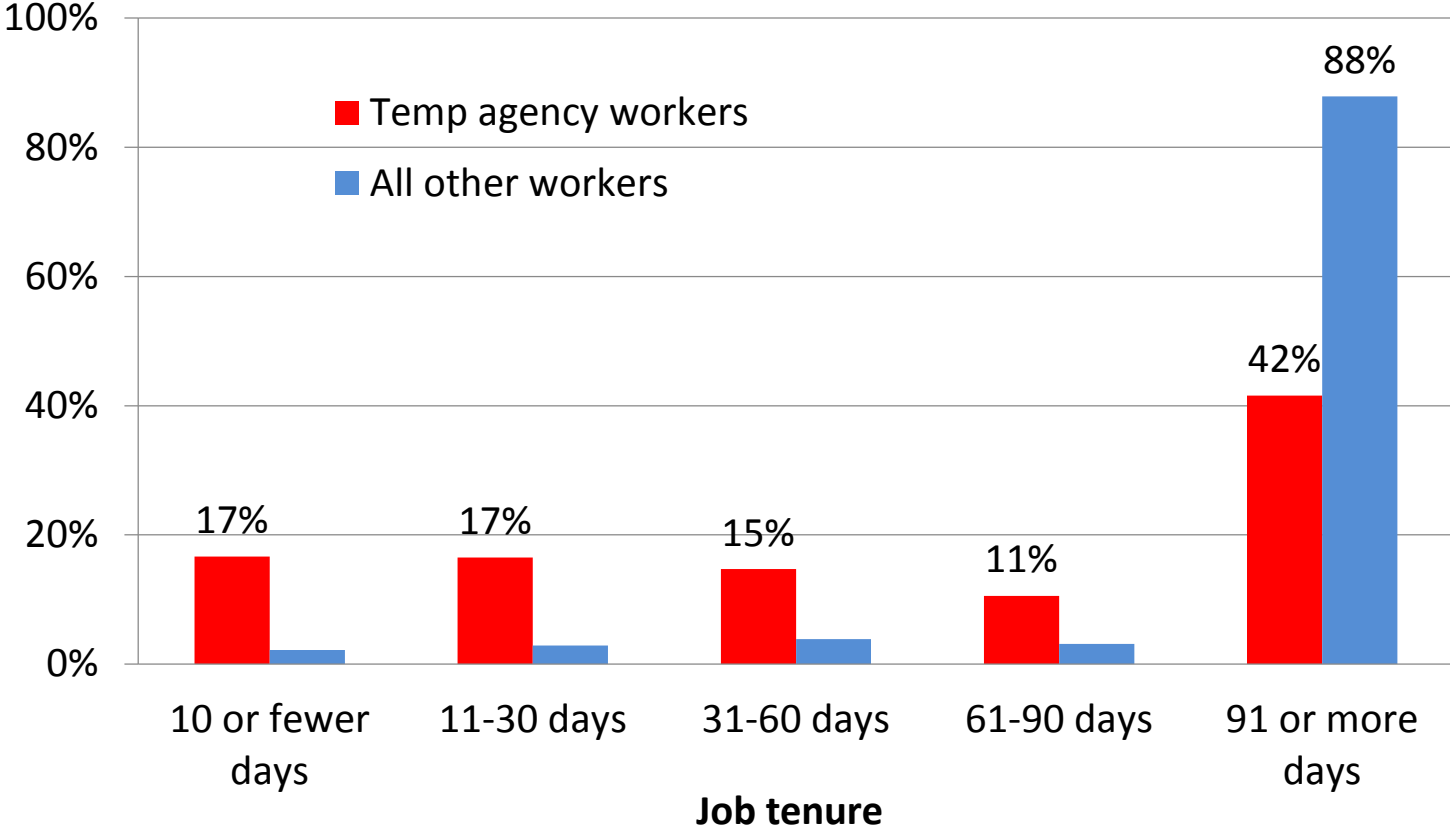


# Injured temp help workers concentrated in two occupation groups



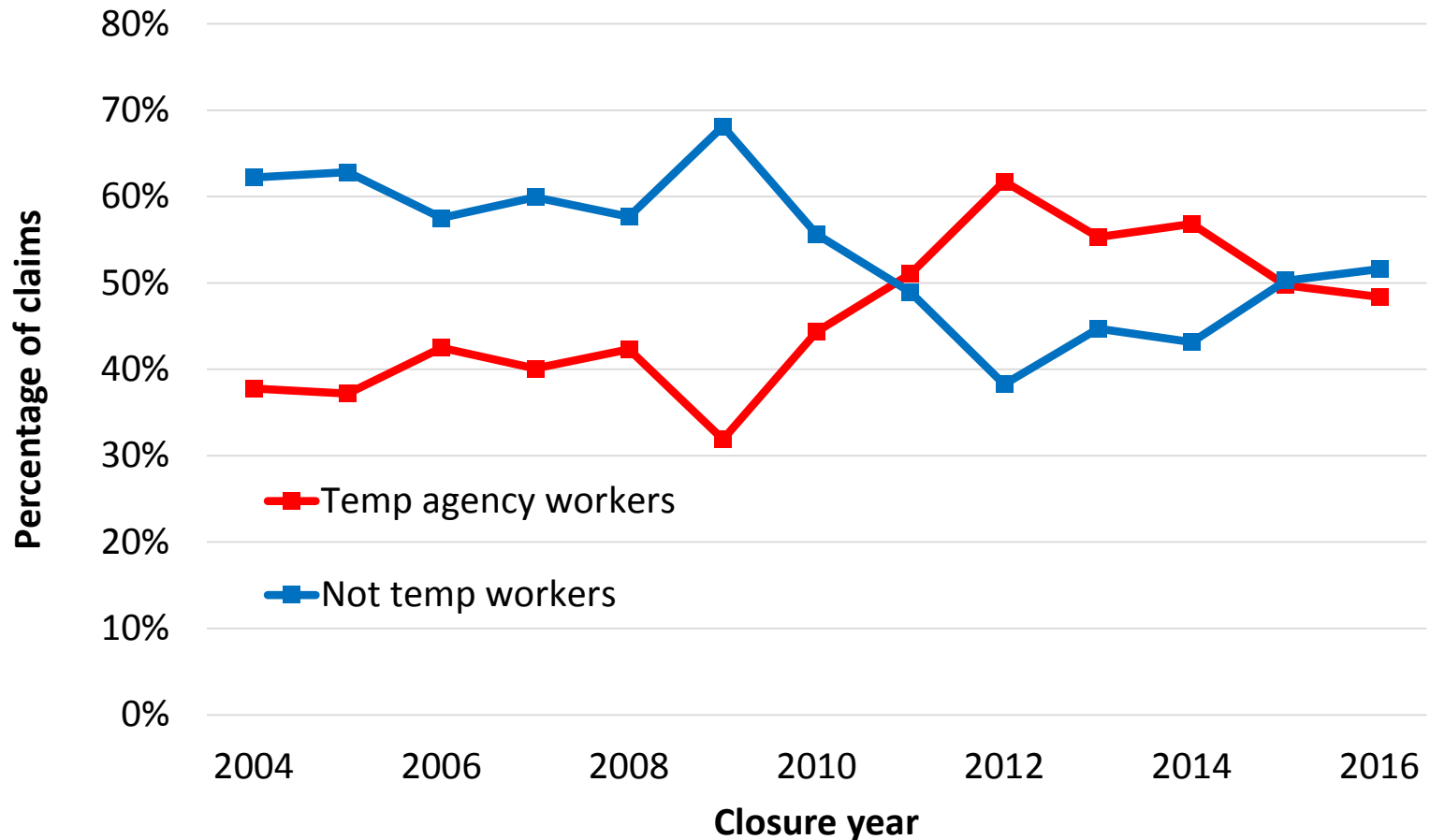
# Job tenure for top two occupations in limited industries (temp help, manufacturing, TTU)

**Job tenure distribution within matching groups, 2004-2016 closures**



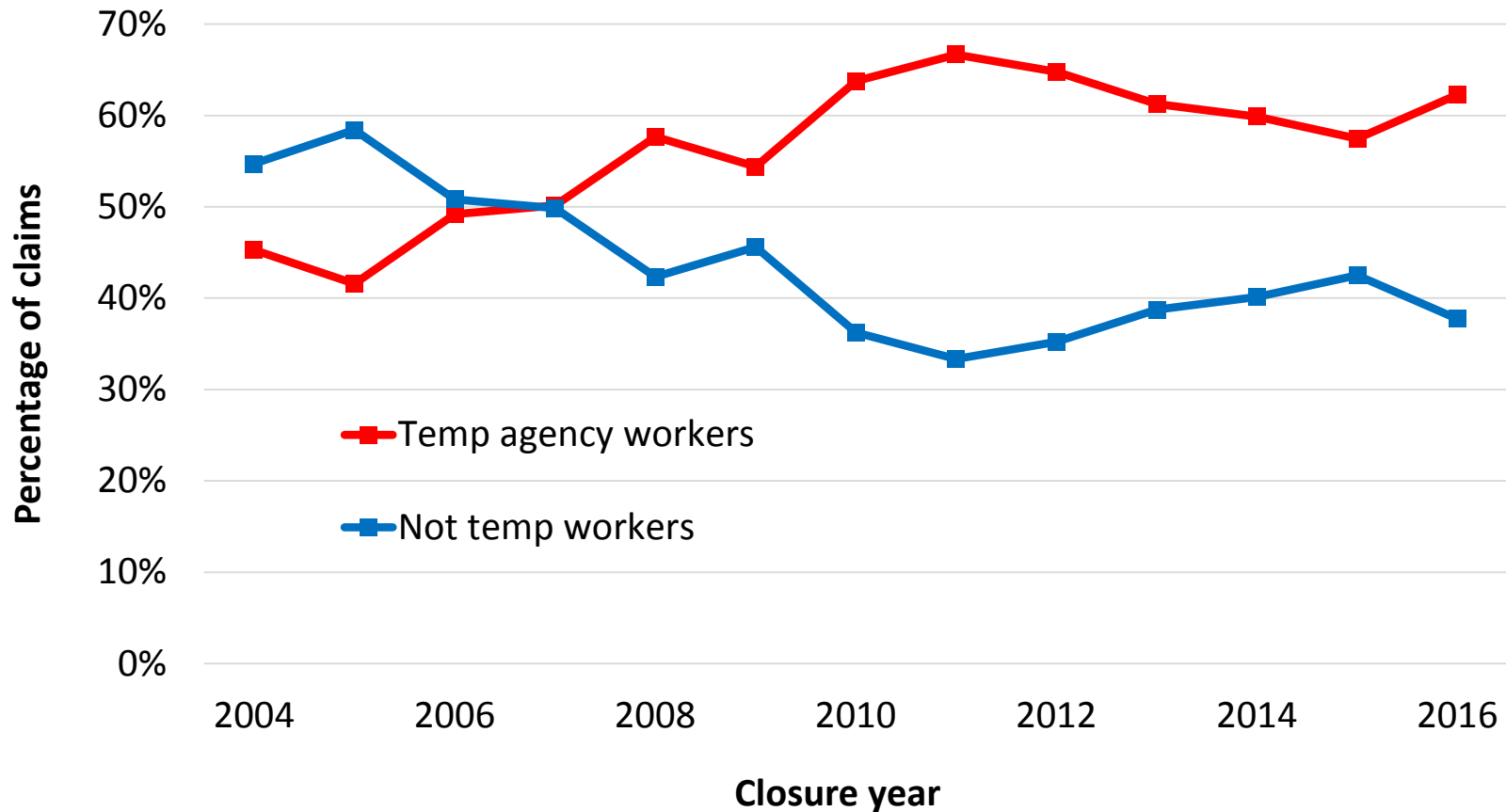
# Increasing percentage of temp workers among injured production workers

Production worker indemnity claims, 90 days max tenure



# More injuries to temp workers in material moving jobs

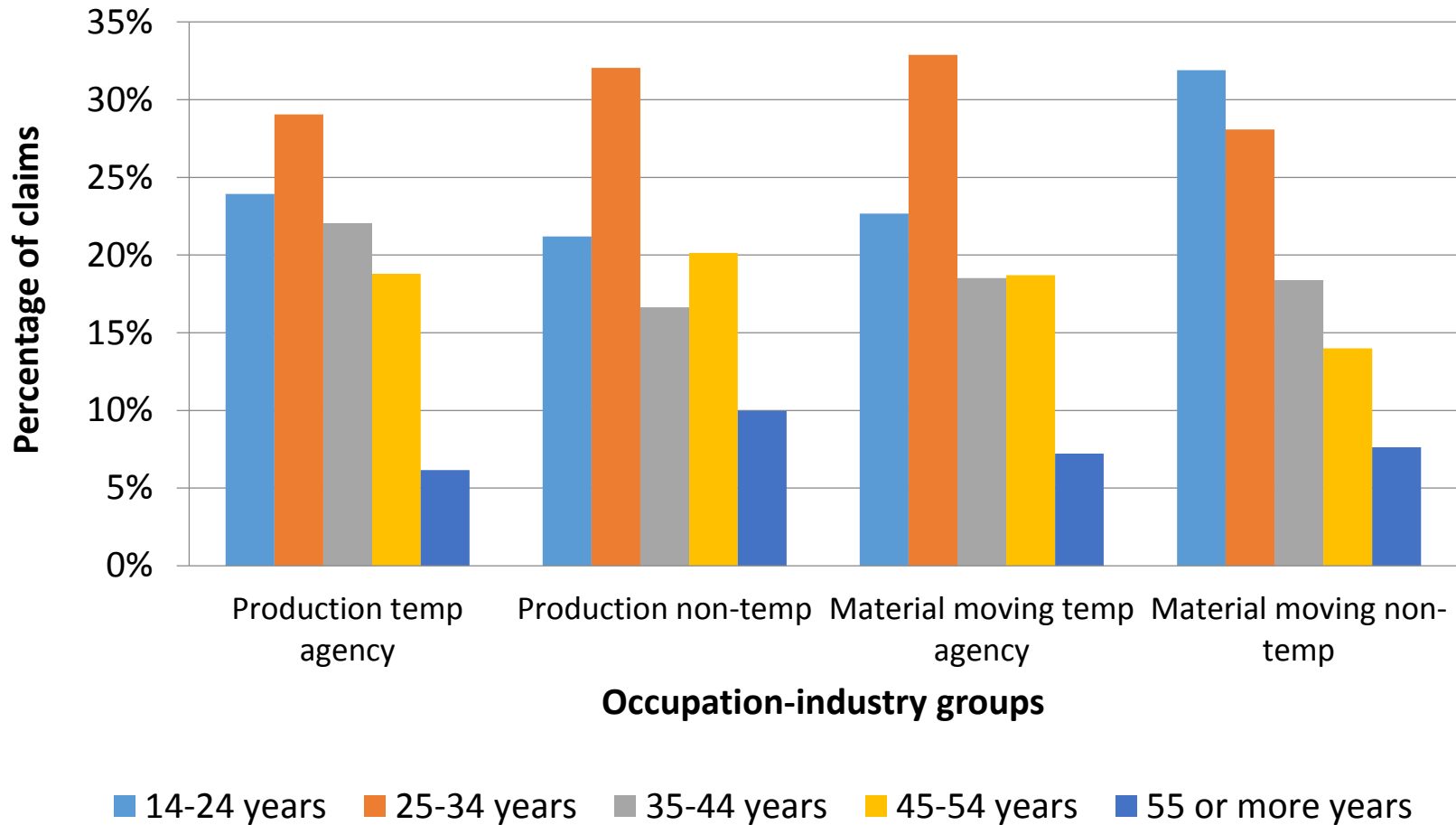
## Material moving worker indemnity claims, 90 days max tenure





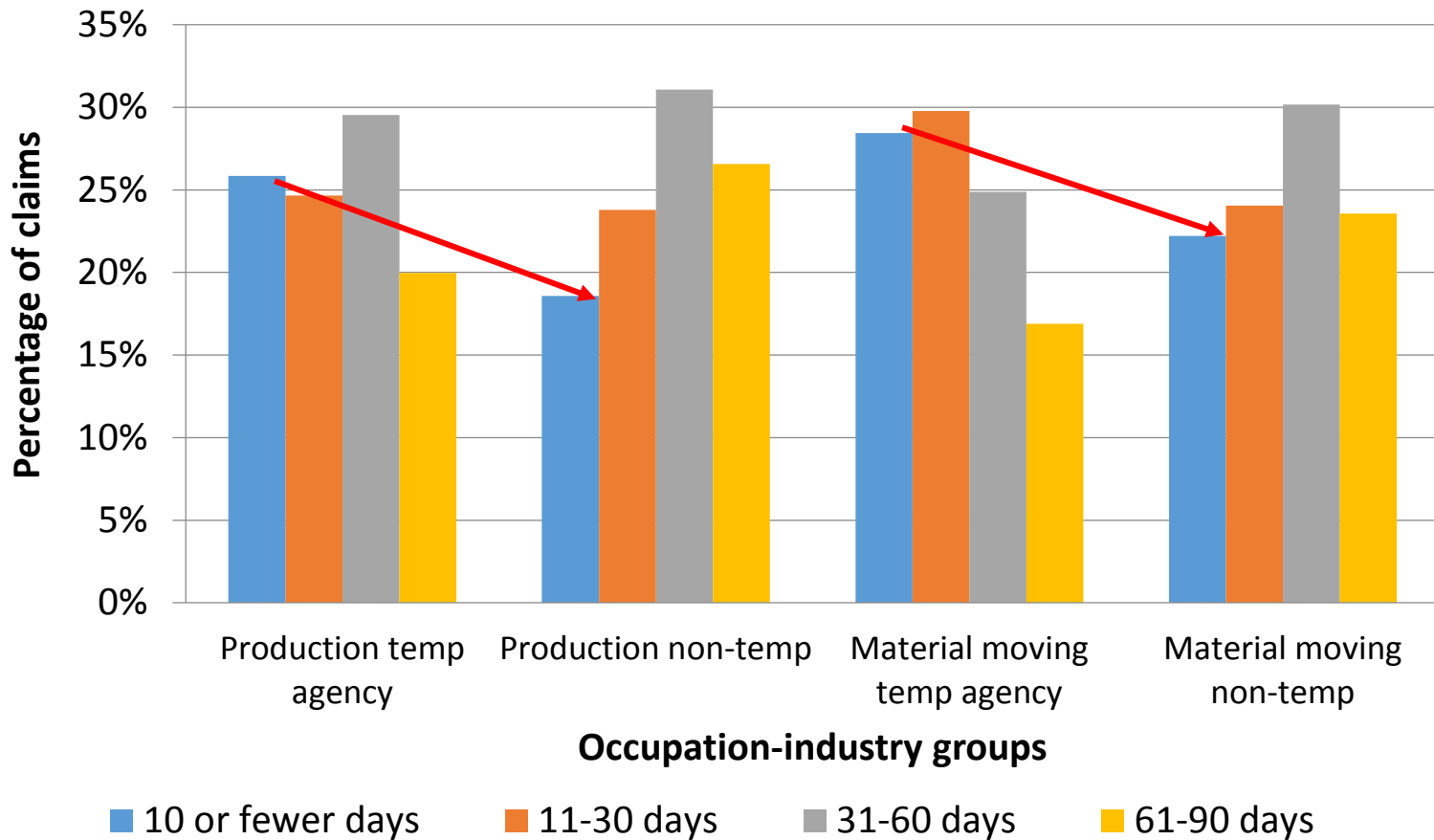
# More similarities among worker age distributions

Age of injured workers, 2012-2015 closures,  
90 days maximum job tenure



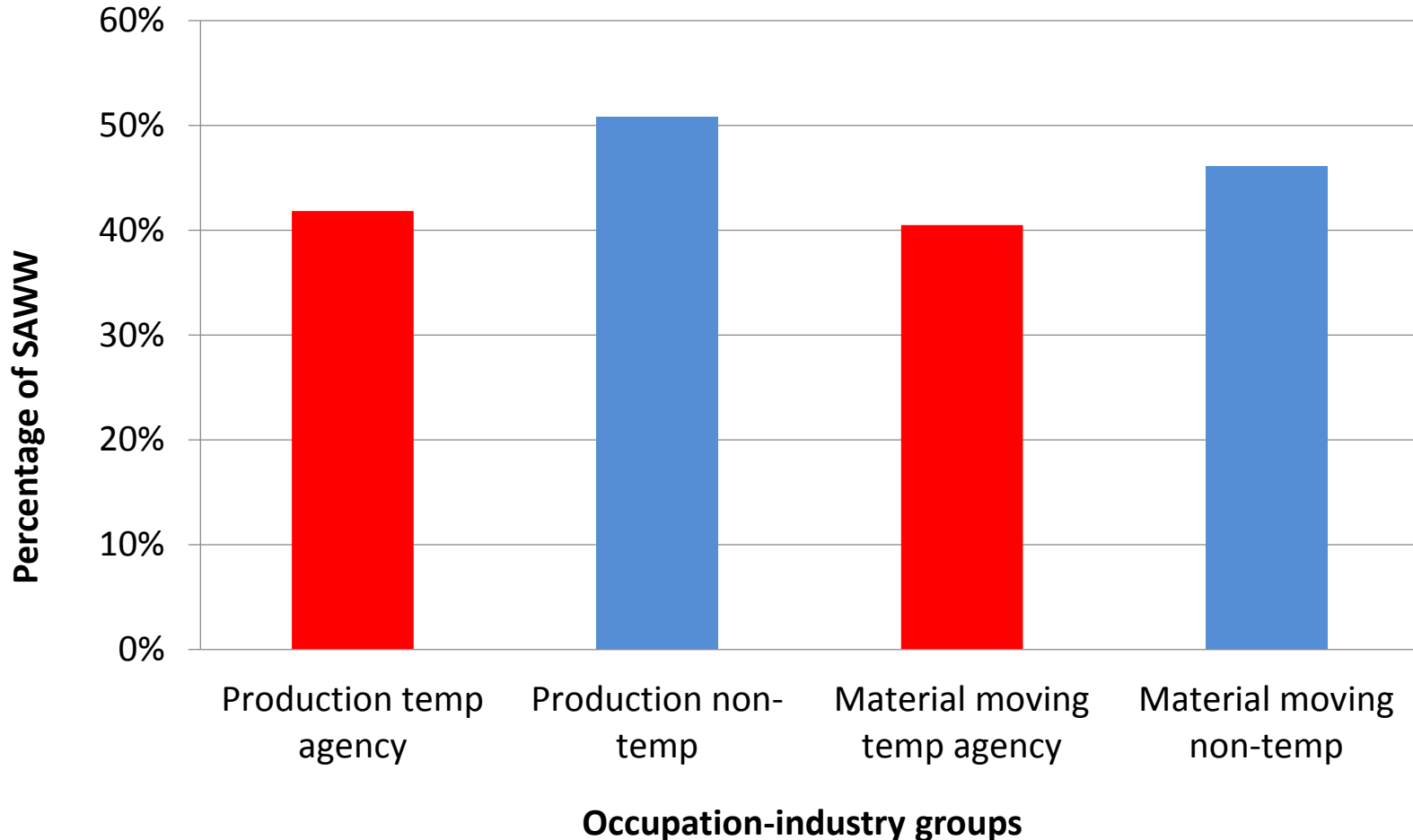
# Temp workers still have shorter job tenures

**Job tenure of injured workers, 2012-2015 closures,  
90 days maximum job tenure**



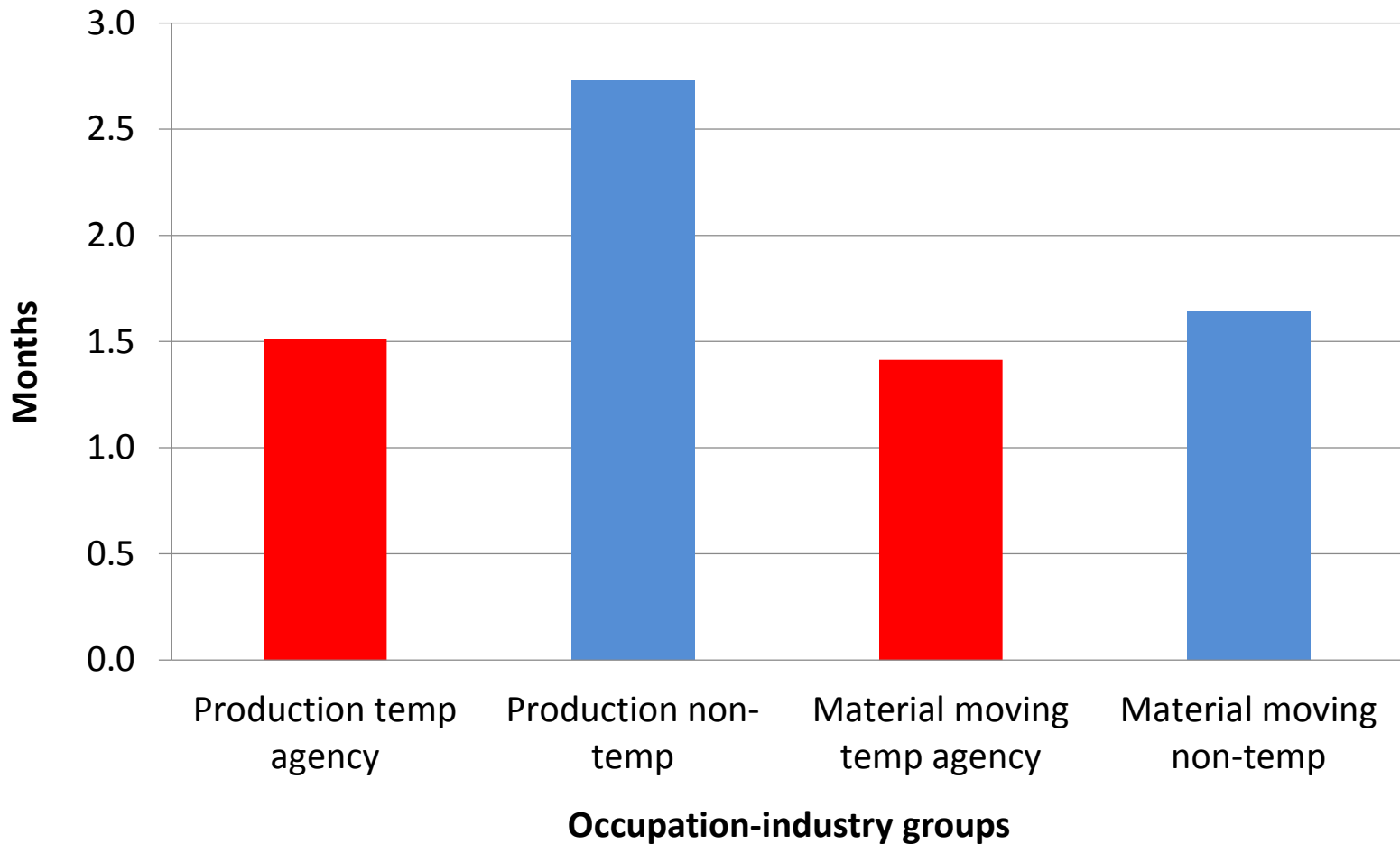
# Temp workers paid less in relation to SAWW

Median wage as percentage of SAWW, 2012-2016 closures, 90 days maximum job tenure

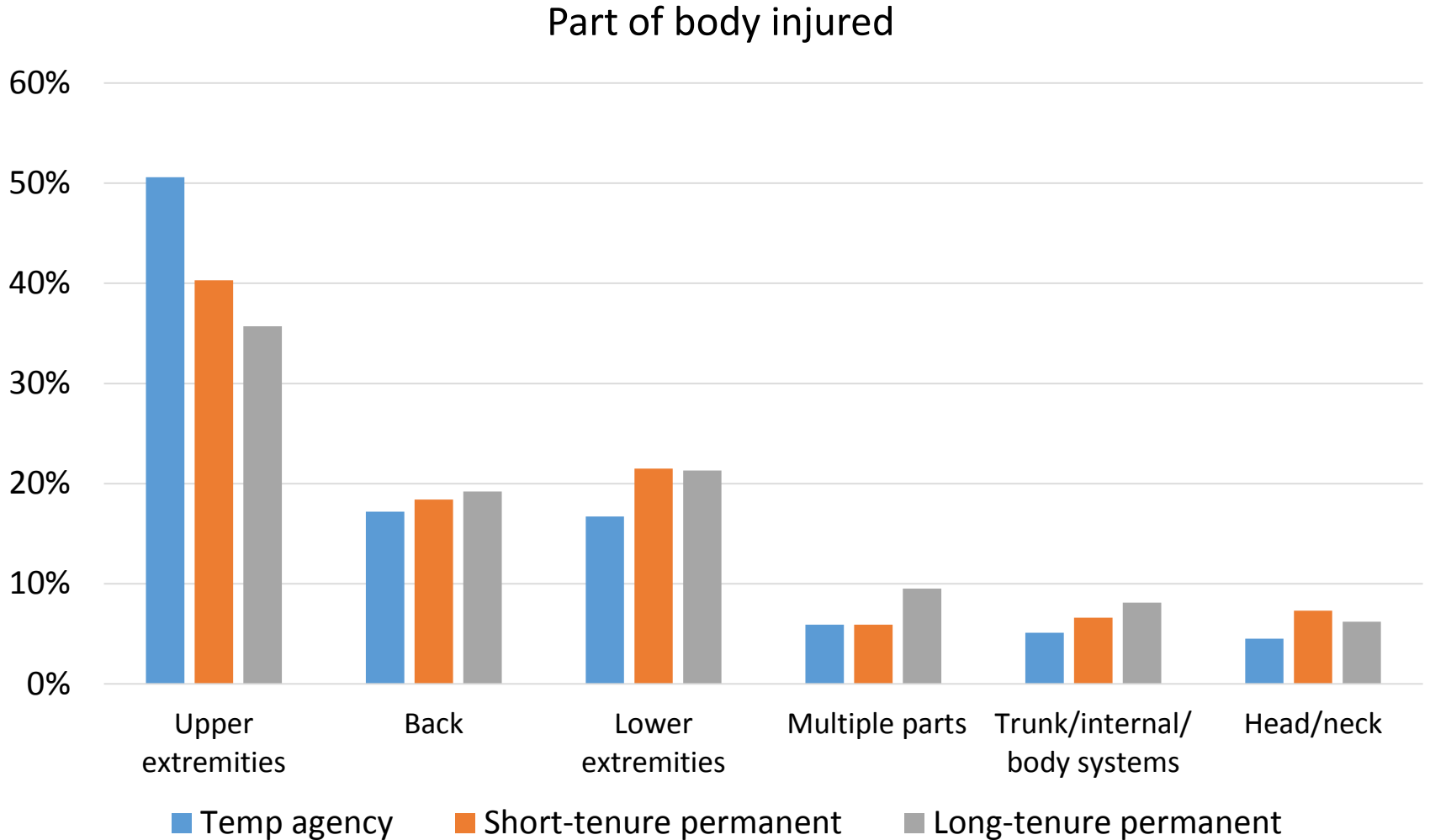


# Temp workers have shorter claim durations

Median months claim duration, 2012-2016 closures, 90 days maximum job tenure

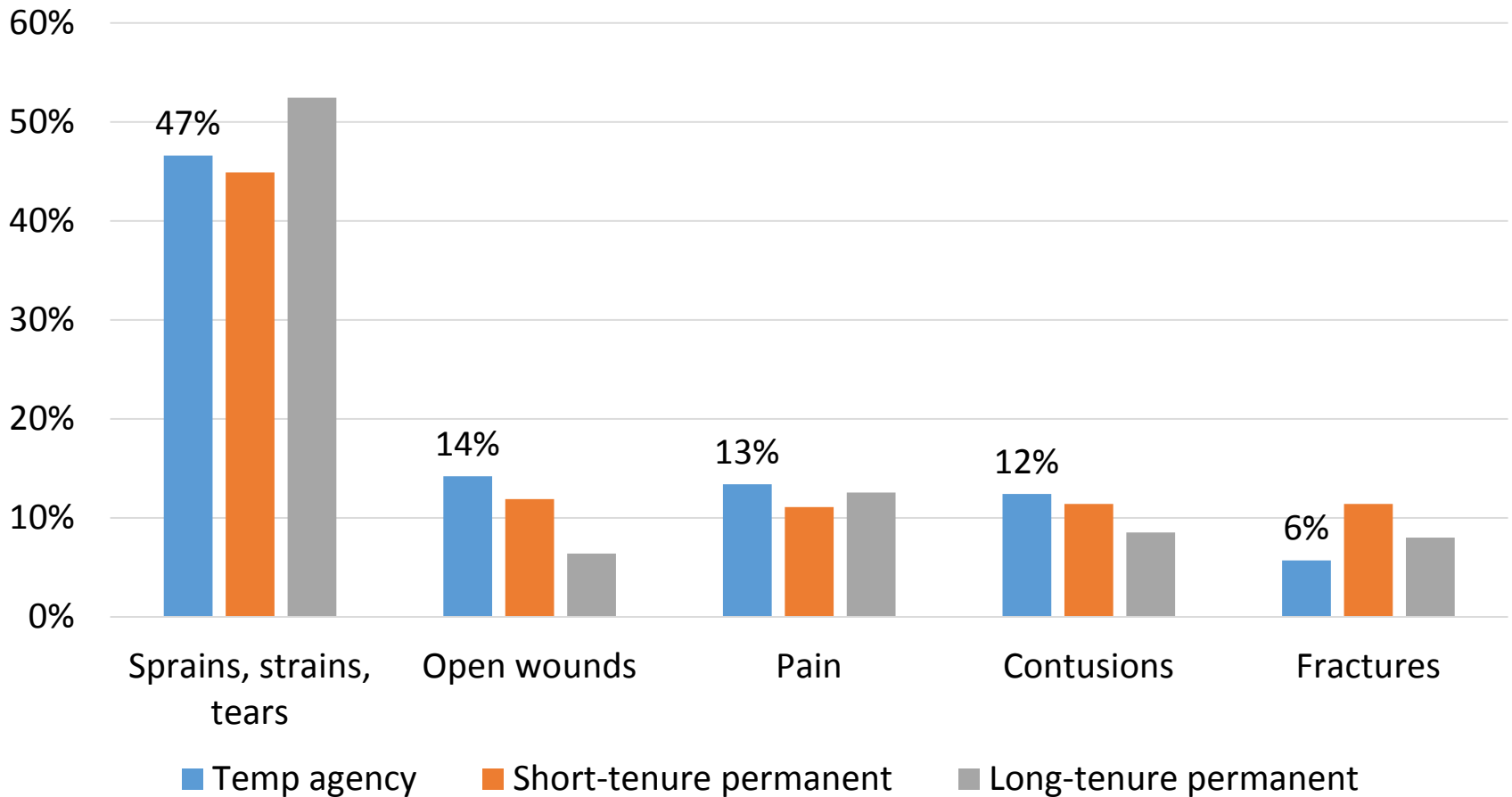


# Temp workers have more upper extremity injuries



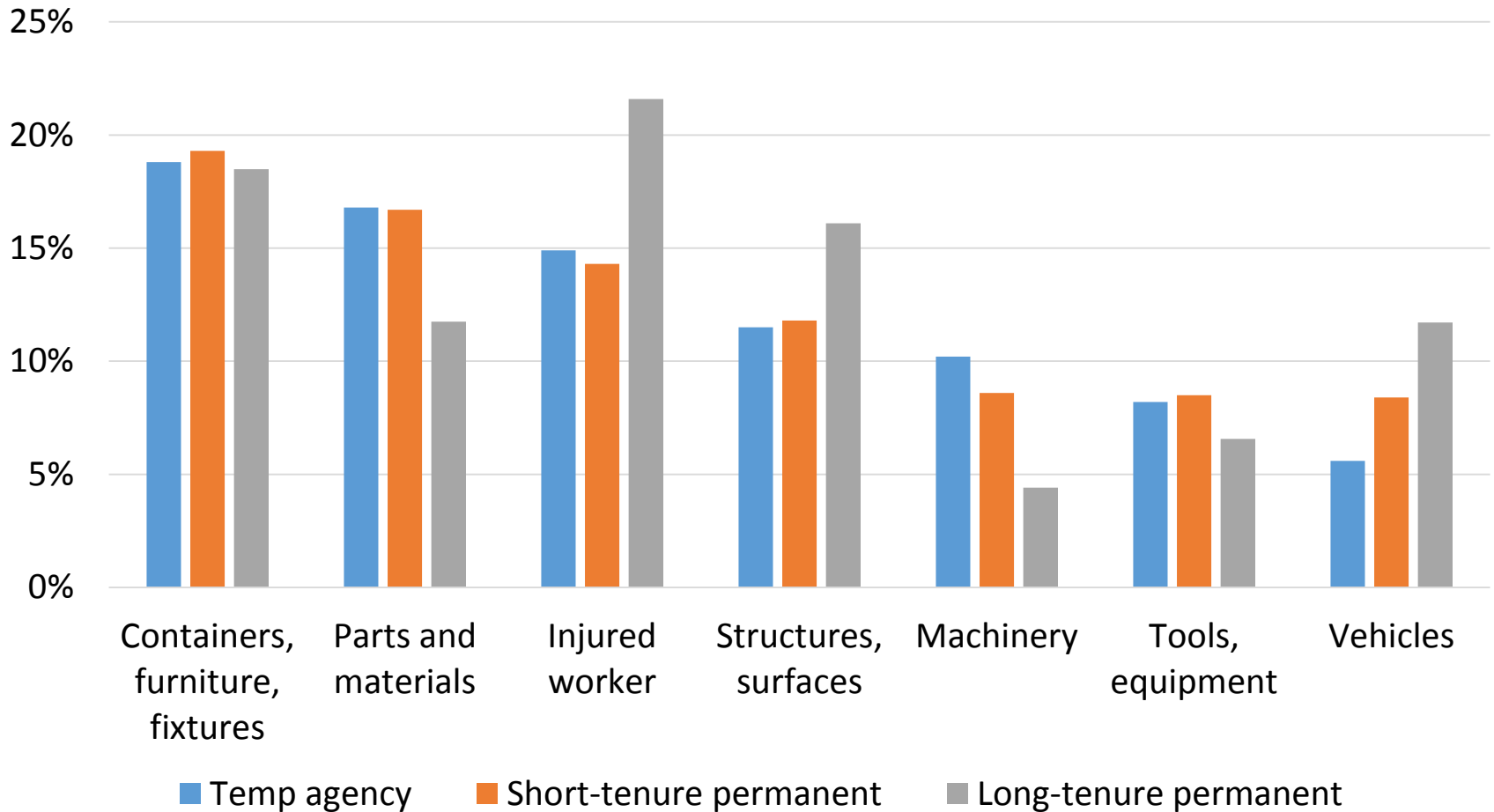
# Temp workers have more open wounds

Most common natures of injury



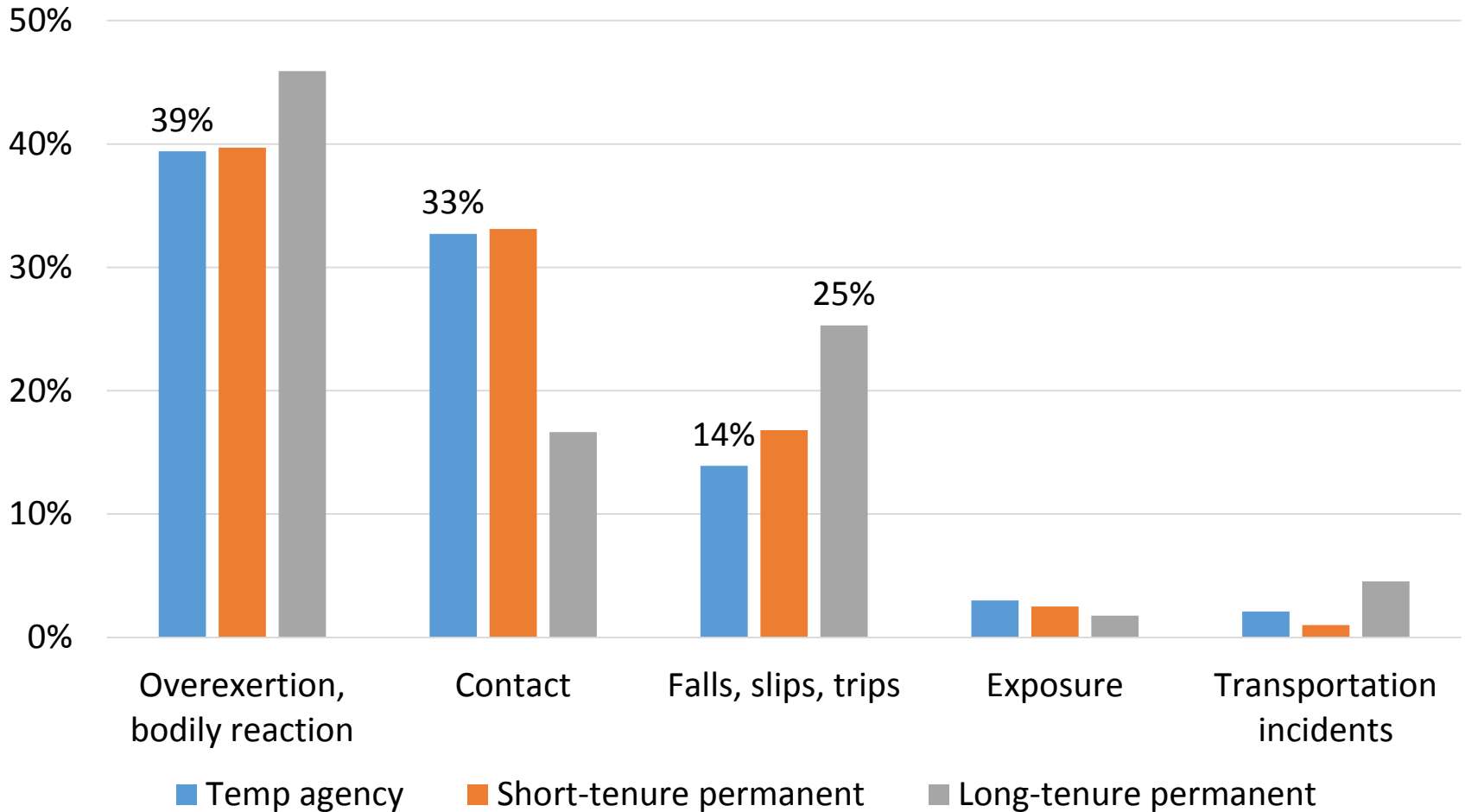
# Short-tenure workers have more injuries from parts and materials, machinery and tools

Most common sources of injury



# Short-tenure workers have more injuries from contact with objects and equipment

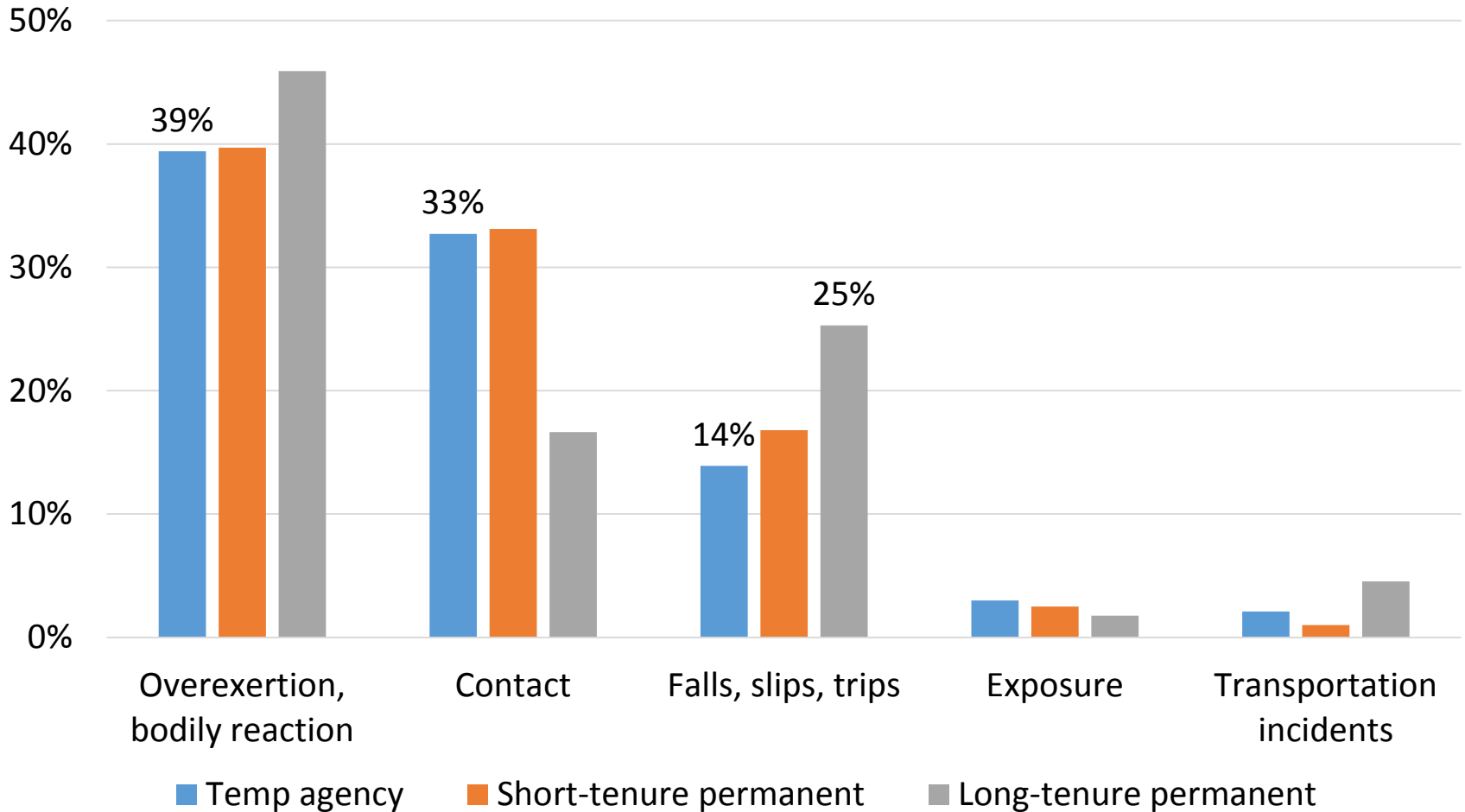
Most common events or exposures





# Short-tenure workers have more injuries from contact with objects and equipment

Most common events or exposures



# Recent Washington State research

## *Factors underlying observed injury rate differences between temporary workers and permanent peers*

Michael Foley, American Journal of Industrial Medicine, 2017

- Temp workers experience about twice the rate of time-loss claims compared to their permanent peer-workers.
- Temp workers reported similar or lower exposures as their peer-workers to a range of injury hazards
- Temp workers reported being less prepared to protect themselves from hazards by such measures as experience screening, training and task control.

Source: SHARP Research Findings, WA State Dept. of Labor and Industries

# Contact Brian Zaidman

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Phone: 651-284-5568

Research and Statistics unit:

<http://www.dli.mn.gov/Research.asp>

Purveyor of statistical information in matters affecting injuries, illnesses and fatalities to Minnesota's workers.

*"If I don't know it, I probably know someone who does."*



Research and Statistics home

DLI statistics appendix

DLI statistics descriptions

DLI statistics glossary

Rates and tables

Reports and studies

Injury, illness survey

Workplace posters

DLI home

NEED DATA HELP?

Contact us if you have questions or need help finding data.

(651) 284-5025 dli.research@state.mn.us



Research and Statistics -- Occupational safety and health statistics

Survey of Occupational Injuries and Illnesses

About the Survey of Occupational Injuries and Illnesses

Department's news release about 2016 survey results

Employer-reported workplace injuries and illnesses in Minnesota -- 2015 (Bureau of Labor Statistics news release)

All summary tables for Minnesota (description), in Excel 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | 2006

Summary tables for the United States

Summary charts for Minnesota, 2016

Incidence rate trends

-- Injury and illness incidence rates

-- Injury and illness incidence rates, Minnesota and the United States compared

-- Injury and illness incidence rates for industry divisions

Tables of characteristics for cases with one or more days away from work, private sector, Minnesota, 2016

Tables of characteristics for cases with one or more days away from work, United States, 1994-2016

Charts for cases with one or more days away from work, Minnesota, 2016

Profile of case and demographic characteristics of cases with one or more days away from work, by ownership, 2011-2016

Access tables and customized data tools for state and national data

Other information resources

Occupational health and safety indicators for Minnesota, compiled by the Minnesota Department of Health

## Research and Statistics -- DLI statistics

### Workers' compensation

#### Injury characteristics of indemnity claimants, injury-years 2012-present

##### Description

#### A. Distribution of indemnity claimants by nature of injury

[± Click to view table](#)

Injury year	Burns	Contusions	Open wounds	Disloc.	Fractures	Sprains, strains, tears
2012	1.7%	7.1%	6.7%	1.3%	7.5%	47.4%
2013	1.7%	7.8%	6.9%	1.5%	8.5%	47.8%
2014	1.6%	9.4%	6.8%	1.3%	9.2%	52.2%
2015	1.7%	10.2%	7.6%	1.3%	8.5%	52.6%
2016	1.7%	10.6%	7.7%	1.3%	8.7%	53.8%

Injury year	Cumulative disorders	Traumatic hernias	Pain	Mult. traumatic injuries	Diseases	All other, unknown
2012	2.6%	1.6%	19.7%	2.2%	1.1%	1.1%
2013	2.5%	1.7%	16.7%	2.3%	0.8%	1.9%
2014	2.5%	1.8%	11.2%	2.4%	0.6%	1.1%
2015	2.1%	1.9%	9.7%	3.1%	0.6%	0.8%
2016	1.5%	1.4%	7.9%	3.9%	1.0%	0.7%

#### B. Distribution of indemnity claimants by part of body injured

[± Click to view table](#)

#### C. Distribution of indemnity claimants by event or exposure

[± Click to view table](#)