

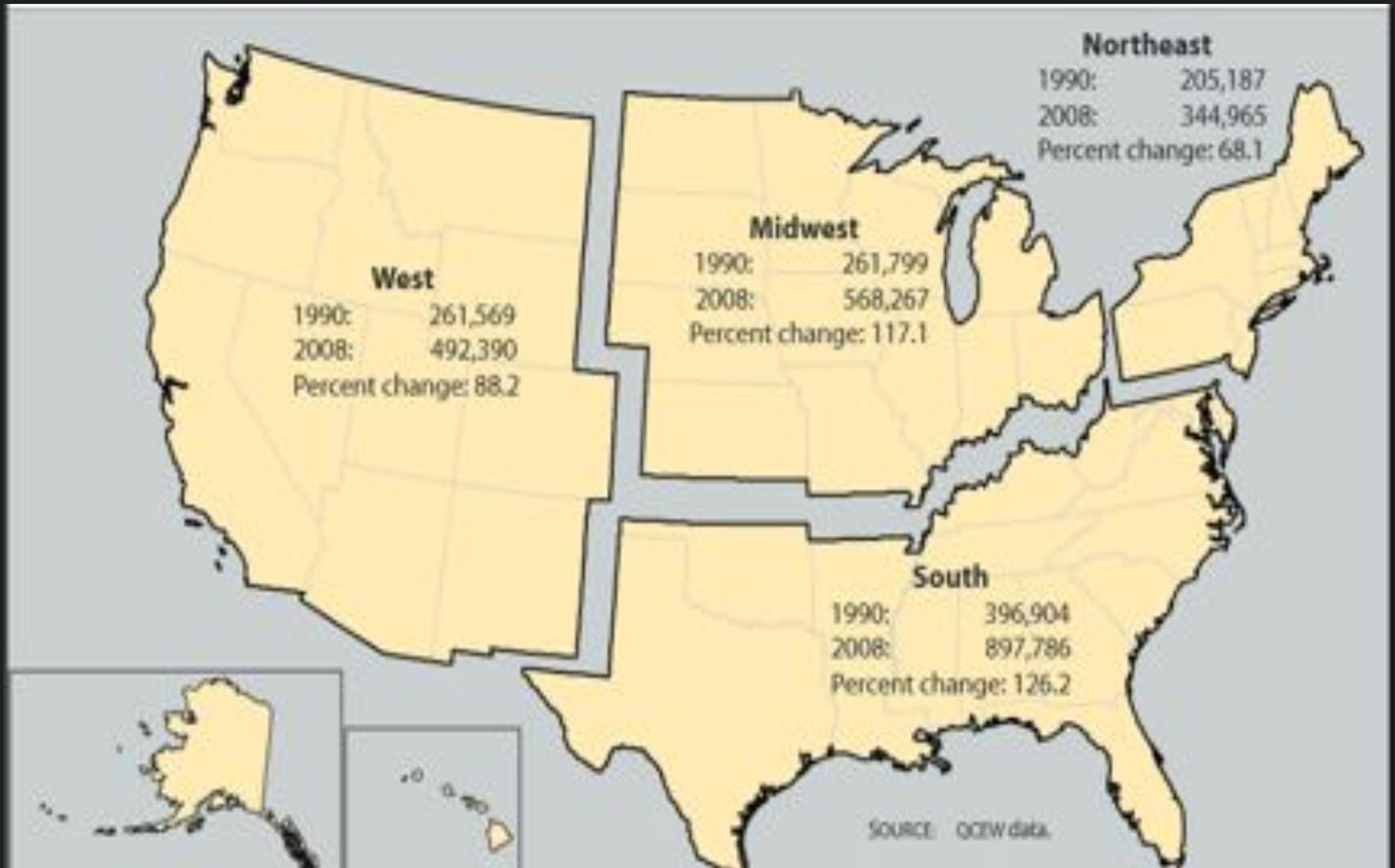
Improving Temp Worker Safety

Defining “Shared Responsibility”



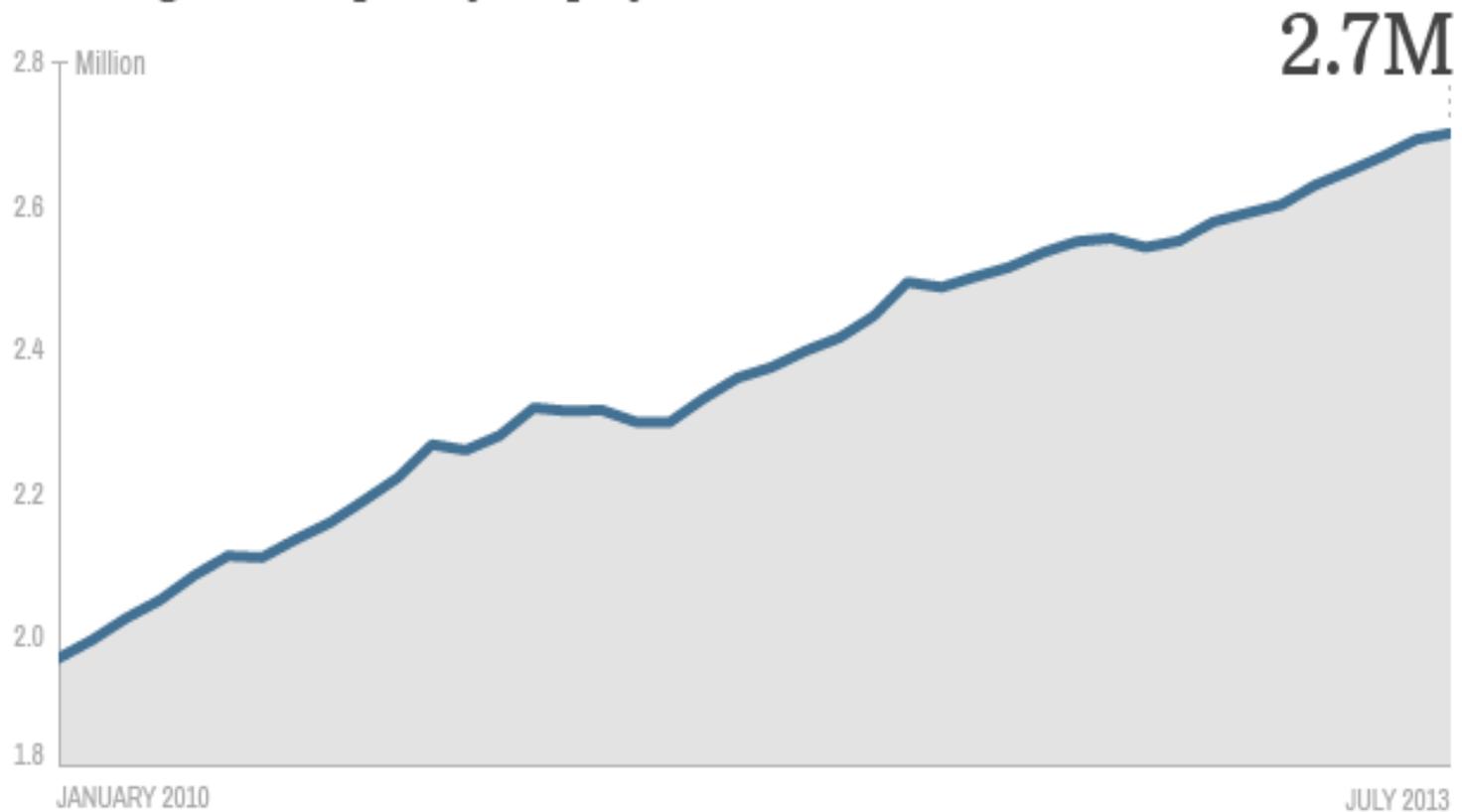
Since 2010, the **temporary worker industry** has added more jobs in the U.S. than any other industry.

Temp Employment Growth By Region



In 2013, temp workers in the U.S.
reached a record **2.7 million**.

The surge in temporary employment



SOURCE: BUREAU OF LABOR STATISTICS



And **20,000** temporary jobs are added to the economy each month.



But as temp work increases,
so does **concern** about the
hazards and risks facing the
transient workforce.

A 2010 study of temporary workers in Washington State reported that...

... temp workers had **higher rates of injury** for all injury types than permanent employees.



Sometimes even on their first
day on the job...



... temp workers have been pulled
into machinery,



stricken by **heat exhaustion**,



and asphyxiated by
chemicals.

Why the increase in injury
among temp workers?



One possibility...

They lack the

knowledge and safety training



that traditional workers gain over
years of **experience** on the job.

Another possibility...

It may be **difficult** for the temp
worker population to **speak**
out.

According to the Chicago
Workers Collaborative,

some temp workers are afraid to
speak out about **safety**
violations...

... because of **factors** like:

language barriers...





and immigration status.



However, more and more temp workers are willing to voice concerns in **anonymous surveys.**

In a 2005 survey by the Day Laborer
Collaboration,

68% of respondents had concerns about their physical safety on the job.

Some survey respondents stated that they were not provided with the needed **protective gear**.



OSHA Chief, Dr. David Michaels,
addressed this growing issue on
Workers Memorial Day in 2013.

Dr. Michaels stated that over the past year OSHA received far too many reports of workers **killed in their first few days** at work.



In Dr. Michael's own words:

“Many of those killed and injured
are **temporary workers...**”



... who often perform the most
dangerous jobs,

have limited **English** proficiency,

and are not receiving the **training** and **protective measures** required.”

In October 2013, Dr. Michaels wrote:

“Safety training is a cost of doing business,



so some employers just skip it

or **assume** that the staffing agency has conducted the training.”

So who is **responsible** for temp workers' safety?



Is it the **host employer**, or the **staffing agency** that places many temp workers in jobs?



OSHA explains that host employers
and staffing agencies are **jointly**
responsible.

OSHA gives this example of host and agency collaboration:

Staffing agencies might provide
general safety and health training,





and host employers might provide **specific training** tailored to the particular workplace equipment and hazards.

The bottom line is...

There needs to be **communication** between the staffing agency and the host employer to ensure **necessary protections** are provided for temp workers.



Staffing Agencies Duties:

- Inquire into the **conditions** of their workers' assigned workplaces

- Determine what **hazards** may be encountered, and how to best ensure the **safety** of temp workers.

A man and a woman, both wearing bright orange safety vests over dark blue polo shirts, are looking at a tablet computer together in what appears to be a warehouse or industrial setting. The woman, on the left, has long dark hair and is wearing glasses. The man, on the right, is holding a smartphone in his left hand. The background is a blurred industrial environment with shelves and equipment.

Host Employers Duties:

- Provide **safety training** to temporary workers.

- Keep **injury records** for temp workers just as you would for permanent workers.



When staffing agencies and host employers work **together**...

... temp workers stay safer.



Access the full white paper:

Improving Temp Worker Safety