

# TEMPORARY WORKERS AND WHAT YOU NEED TO KNOW

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" Employers must train all employees, including temporary workers, on the hazards specific to that workplace – before they start working."

# Definition of Temporary Worker



“Temporary worker” includes those who are working under a host employer/staffing agency employment structure.

# WHAT IS IN PLACE FEDERALLY AND AT THE STATE LEVEL

- Federal OSHA has an initiative to protect temporary workers.
- OSHA and the American Staffing Association form alliance to protect temporary workers.
- Given the number of temporary workers and the recent high profile fatal incidents, the agency is making a concerted effort using enforcement, outreach and training to assure that temporary workers are protected from workplace hazards.

# What OSHA Enforcement is going to be looking for

- If the employer failed to provide safety training.
- Directing CSHOs in their region to determine within the scope of their inspections whether any employees are temporary workers and whether any of the identified temporary employees are exposed to a violative condition.
- CSHOs should assess- using records review and interviews - whether those workers have in fact received required training in a language and vocabulary they understand.

# Employer Responsibilities to Protect Temporary Workers

- Staffing agencies and host employers are *jointly responsible* for maintaining a safe work environment for temporary workers.
- OSHA could hold both the host and temporary employers responsible for the violative condition(s) - and that can include lack of adequate training regarding workplace hazards.

## Examples of what hiring agencies and employers can do for temporary employees



- Staffing agencies can provide general safety and health training.
- Host employers provide specific training tailored to the particular workplace equipment/hazards.

# Minors hours worked in the workforce

- Age 14-15 need to have an employment certification. Can be found on VA's DOLI website.
  - ▣ Limited hours worked. (3hr school day; 18hr weekend)
  
- Age 16-17 Cannot work certain jobs
  - ▣ No limited hours after 16.



# Minors in the workforce under 18



- Can not work with or operate the following:
  - Fork lifts
  - Mining or coal mining
  - Explosives
  - Various power driven equipment. (Circular Saws, Band Saws, and Guillotine Shears.)
  - Logging and Sawmilling Occupations
  - Power-Driven Hoisting Apparatus Occupations
  - Occupations in Excavation Operations

# Resources



- OSHA.GOV

- [www.doli.virginia.gov](http://www.doli.virginia.gov) SEARCH: LABOR LAW

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