



THE PRACTICES OF TEMPORARY AGENCIES IN RELATION TO WORKER HEALTH AND SAFETY

Carol Ochoa / MPH 2016
Emory University / Public Health
Maia Rodriguez-Semp / BA 2015
Brandeis University / Environmental Studies, Anthropology




Background

- Massachusetts Temporary Worker Right to Know Law 2013
- OSHA Guidelines
- Worker Center Perspectives




Project Objectives

- Evaluate temporary agency practices
- Develop recommendations for a future study of temporary workers



Methods

- Literature review
- Key informant interviews
- Eligibility criteria
- Agency outreach
- Worker interviews, outreach



Temporary Agency Interviews

- Interviewed 19 agencies
- 14 showed or claim to use Job Order or similar
- 11 interviewees claim agency does general ST
- 5 claim to inspect worksites before placing workers



Temporary Agency Interviews

“they know what their duties are”...“we put it on paper but they know what their duties are”

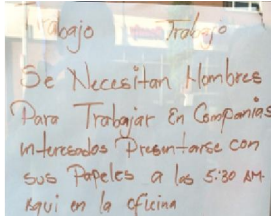
“I don’t deal with companies that don’t care about the people”

“I train them.” “If they don’t understand, I explain and then if they still don’t understand, I don’t place them.”

Temporary Worker Stories

Workers will probably not speak in front of other workers about work conditions.

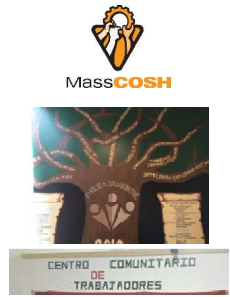
"maybe it's the law but I didn't read it"



Worker Center Input

"the agencies aren't going to tell you the truth"

"there are agencies that say they are the best agencies, that they are complying with everything"..



Challenges/Strengths

- Identifying temp workers
- Evaluating truthfulness of temp agency responses
- Worker Center Network
- Qualitative to Quantitative information

Recommendations

- OSHA require that agency staff understand type, existence of work site training
- OSHA require that agency regularly inspects work sites, documents inspections
- Increase agency education about RTK
- Increase temp worker education about rights, health and safety

Give Backs

- Leadership building video
- Right to Know pocket cards
- Report, Outreach notes



Acknowledgements

- The workers
- MassCOSH and the Worker Center staff
- The Chelsea Collaborative, CCT New Bedford, Metrowest Worker Center,
- The participating temp agencies and their staff
- Rachel Smit (Greater Boston Legal Services)
- Brian Wong and Ligia Martinez
 - (MA Dept. of Labor Standards)
- AOEC/ OHIP
- Cora Roelofs and Tufts University
- NIOSH



Reflections and Thank You!

