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## ***OSHA Announces New Changes to Protect Temporary Workers***

Recent increases in reports of temporary workers and fatal workplace injuries have made the Occupational Safety and Health Administration create a new initiative to protect employees in America. In April of 2013, OSHA announced plans to protect workers by sending a memo to all administrators that encourages field inspectors to assess whether employers are complying with rules for protecting temporary workers.

To mark when temporary workers have faced health and safety violations, inspectors will use new codes in their information systems. They will also determine whether these workers are receiving the necessary training and whether it is made understandable for them. OSHA found that many recent fatal injuries resulted after temporary workers were not given safety training. If training was provided, it was inadequate enough that the hazard was not communicated properly.

Field inspectors for OSHA must now decide whether temporary workers and permanent employees face volatile conditions. Inspectors are also required to assess whether these workers received adequate training in a language that was understandable to them. New OIS codes have been made to identify workers who are not permanent employees. Inspectors also have the task of identifying staffing companies, locations and

supervising structures for placement.

In addition to these efforts, OSHA is also planning to work with employers using various staffing agencies and the American Staffing Association. OSHA plans to work with these agencies to promote the use of best practices, and they aim to ensure that companies take measures to see that temporary workers are protected from hazards in the workplace. Companies that use temporary workers and staffing agencies must ensure the workplace is safe for all employees and temporary workers. In addition to this, they are responsible for offering health training for any known hazards.

While the duties of temporary workers and health-related training duties are to be determined in the contracts between employers and staffing agencies, both entities can be held liable if a temporary worker is injured. They will be held liable by the courts and by OSHA. Employers using staffing agencies should read all of the new regulations and make sure they are understood. If training material needs to be updated or translated, this should be done immediately. Employee manuals and other printed resources should also be updated accordingly, and those who are in charge of training should be educated about the changes. For more information about the rules and what to expect, discuss concerns with an agent.



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