

Passing the Buck

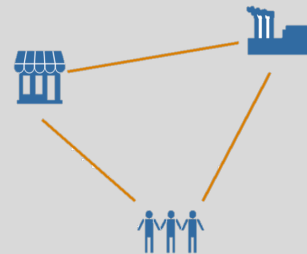
The Trouble with Temp Work in Pennsylvania

REPORT SUMMARY

What Is a Temp Worker?

- Temp workers are non-permanent workers who work for host companies through staffing agencies.
- Host companies often know very little about their temp workers. They rely on the staffing agency for everything from payroll to safety training.

The Problem with Temp Work



Host employers pass basic employer responsibilities onto staffing agencies. As staffing agencies cut corners, temp workers are exposed to **health and safety risks** and **pay violations** on the job.

HEALTH AND SAFETY

- Temp workers are 72% more likely to suffer workplace injuries than direct-hires.
- Temp workers will be "new" workers more often than direct-hires, making training and hazard communication important.
- Staffing agencies often skip out on the most basic health and safety trainings.
- Host companies are best positioned to prevent accidents, but do not want to invest in safety measures for temp workers because of their short tenure.

Because staffing agencies and host companies benefit by skirting federal workplace safety laws, temp workers suffer injuries at alarming rates.

PAY VIOLATIONS

- Temp workers are more vulnerable to minimum and overtime wage violations.
- When temp workers are not paid properly, staffing agencies and host companies shift blame onto each other.
- Staffing agencies frequently operate in informal ways and withhold basic payroll information, preventing temp workers from tracking down their missing wages.

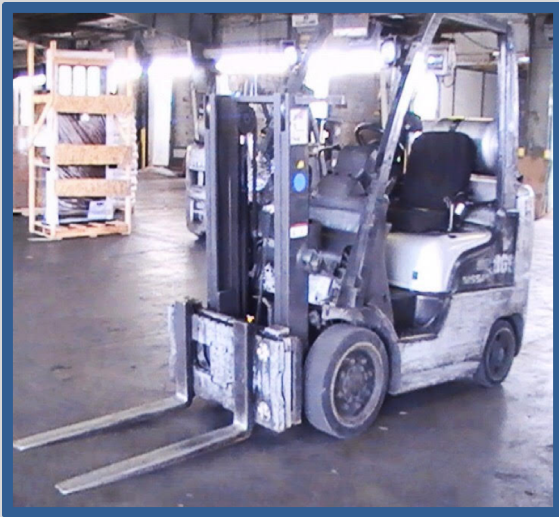
Shortchanged temp workers in Pennsylvania find themselves in the supply chains of companies like Amazon, Wal-Mart, Wawa, and Kohl's.

TEMP WORKERS AT RISK

Johen Clavey's Story

Late on February 5, 2016, emergency personnel reported to the scene of an accident at the worksite of New England Motor Freight, Inc., in Camp Hill, Pennsylvania. Johen Clavey, a temp worker, was caught in the mast of the forklift he was operating while at work. Johen was pronounced dead on arrival.

Upon investigation, OSHA inspectors learned that Johen was never trained to operate the forklift that caused his untimely death. The staffing agency, Spherion, that hired Johen marketed Johen as a "qualified worker" who required no training. New England Motor Freight never asked for any certification of Johen's abilities to operate their heavy machinery. Ultimately, neither the staffing agency nor the host company took on the responsibility to train Johen. The passing of the buck by both left him ill-equipped to handle the workplace safety hazards and led to his tragic death.



Picture of forklift that killed Johen Clavey
(Obtained through the Sheller Center's FOIA request)

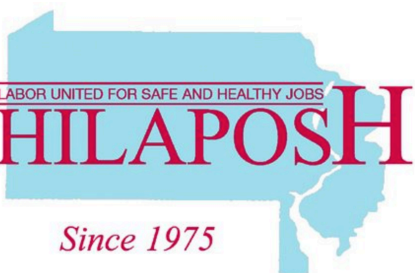
PENNSYLVANIA TEMP WORKERS

- From 1993 to 2012, the share of temp jobs that were blue-collar jobs increased from 30% to 47%.
- 90% of temp workers do not have employer-provided health insurance.
- 60% of PA temp workers are low-wage workers.
- 45% of PA temp workers work in the transportation and production sectors.
- A PA temp worker is three times more likely to be in production or transportation than a worker in the overall PA economy.
- PA low-wage temp workers are often making less than direct-hires in the same occupations.

Occupation	Direct-Hire Median Wage/Hour	Temp Worker Median Wage/Hour
Painters, Construction, Maintenance	\$18.51	\$8.99
Sheet Metal Workers	\$25.33	\$14.45
Food Batchmakers	\$15.60	\$8.93

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