

OSHA Compliance for Temporary Labor Agencies and Host Employers

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Purpose and Goals

The purpose of this module is to provide a training resource focused on the occupational safety and health needs of temporary workers and temporary worker employment agencies. The training includes a focus on the unique relationship between staffing agencies and host companies with respect to providing worker safety and health. The training addresses the division of responsibility that each party bears and the respective roles they must carry out to comply with OSHA standards. Students using the module will gain the ability to recognize and apply basic OSHA compliance criteria as they evaluate potential work scenarios. In addition to general OSHA compliance requirements, the training also emphasizes areas of particular concern for temporary workers, including heat stress, ergonomics, and the Globally Harmonized System for chemical hazard communication. In our outreach for this project we have actively sought to include under-served, hard-to-reach workers and the employment agencies and community centers that focus on such workers in their labor pool.

At the conclusion of this training temporary labor agencies and host employers will gain the capacity to:

1. Understand the shared responsibilities of Host Company and Staffing Agency to protect temporary workers
2. Understand the function of OSHA and the OSHA Consultation Program
3. Explain OSHA's Temporary Worker Initiative
4. Implement OSHA compliance requirements for employers
5. Explain OSHA's rights for workers
6. Explain the occupational health standards applicable to your workplace
7. Explain the safety hazards applicable to your workplace
8. Understand the severity of heat related illnesses and fatalities
9. Facilitate OSHA's Policy on Heat Stress Prevention
10. Fulfill obligations for OSHA hazard communication and GHS requirements
11. Identify and address ergonomic risk factors in the workplace

Course Topics:

1. Introduction and Overview of OSHA
2. Evaluating Host Companies for Industrial Hygiene Hazards
3. Evaluating Host Companies for Safety Hazards
4. Heat Stress and Temporary Workers
5. GHS and Ergonomics and Temporary Workers
6. Course Summary and Q&A

Important Web Sites and References

- OSHA Web Page – www.osha.gov
- Specific OSHA Web Pages:
 - OSHA Temporary Worker Initiative-
https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=NEWS_RELEASES&p_id=23994
 - Temporary Worker Data gathering requirements
https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=28613
 - Temporary Worker OSHA Letter of Interpretation
https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=21393
 - <https://www.osha.gov/SLTC/noisehearingconservation/index.html>
 - <https://www.osha.gov/SLTC/bloodbornepathogens/index.html>
 - OSHA Hazard Communication Page containing links to Training Requirements Fact Sheet; Quick Cards for Pictograms, Labels, and SDS
<https://www.osha.gov/dsg/hazcom/index.html>
 - Machine Guarding -
<https://www.osha.gov/SLTC/machineguarding/index.html>
 - Walking/Working Surfaces -
<https://www.osha.gov/SLTC/walkingworkingsurfaces/index.html>
 - Emergency Preparedness and Response -
<https://www.osha.gov/SLTC/emergencypreparedness/index.html>
 - Hazardous and Toxic Substances -
<https://www.osha.gov/SLTC/hazardoustoxicsubstances/index.html>
 - Forklifts -
<https://www.osha.gov/SLTC/poweredindustrialtrucks/index.html>
 - Crane, Derrick, and Hoist Safety -
<https://www.osha.gov/SLTC/cranehoistsafety/index.html>
 - Electrical Safety - <https://www.osha.gov/SLTC/electrical/index.html>
 - Construction Safety - <https://www.osha.gov/doc/index.html>
 - A Guide for Employers to Carry out Heat Safety Training for Workers
http://www.osha.gov/SLTC/heatillness/osha_heattraining_guide_0411.pdf

Important Web Sites and References (continued)

- Specific OSHA Web Pages (continued):
 - Water, Rest, and Shade: The Work can't get done without them.
<http://www.osha.gov/SLTC/heatillness/index.html>
 - OSHA Safety and Health Topics: Ergonomics
<https://www.osha.gov/SLTC/ergonomics/index.html>
 - OSHA Safety and Health Management Systems E-Tool
<http://www.osha.gov/SLTC/etools/safetyhealth/index.html>
 - OSHA Safety and Health Programs Web Site
<http://www.osha.gov/dsg/topics/safetyhealth/index.html>
- CDC NIOSH Workplace Safety and Health Topics: Ergonomics and Musculoskeletal Disorders
 - <http://www.cdc.gov/niosh/topics/ergonomics/>
- Ergonomics Short Course for Small Business Managers and Owners
 - <http://www.oshainfo.gatech.edu/ergotraining.html>
- *A Stitch in Time* Guide to Ergonomics
 - <http://www.oshainfo.gatech.edu/ergotraining.html>
- Ergonomic Training Resources for the Poultry Industry
 - <http://www.oshainfo.gatech.edu/ergopoultry.html>
- Model Compliance Programs: Georgia Onsite OSHA Consultation
 - <http://oshainfo.gatech.edu/written.html>
- National Institute for Occupational Safety and Health
 - <http://www.cdc.gov/niosh/>
- Health and Safety Executive, UK
 - <http://www.hse.gov.uk/>