

Protecting Temporary Workers



ASSE- Long Island Chapter
Professional Development Conference
April 1, 2015



Diana Cortez
Area Director

Agenda

- OSHA's challenges and mission
- Employer Responsibility
- Temporary (staffing) Agencies
- Temporary Worker Initiative
- OSHA enforcement
- Data
- Resources



You have the same rights as permanent workers. *The right to:*

- a safe workplace free of dangers.
- receive training in clear language that you understand.
- receive safety equipment.
- speak up about safety.
- report work-related injuries without being punished.

OSHA protects all workers in the United States.

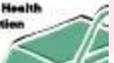
Do you have a safety concern?
Were you punished for speaking up about safety or for reporting an injury?

Call OSHA. We can help. It's confidential.

1-800-321-OSHA (6742)
www.osha.gov



OSHA Occupational Safety and Health Administration



Under the OSH Act of 1970

- Employers must provide safe workplaces
- OSHA's job is to ensure that employers comply with the law



OSHA's Continuing Mission

- Develop and implement standards and enforce these through workplace inspections
- Maintaining a reporting and recordkeeping system to track job-related injuries and illnesses
- Outreach, training and education (compliance assistance)- to increase knowledge about occupational safety and health
- Cooperative programs
- Compliance Assistance
 - Training
 - Outreach
 - Susan Harwood Training Grants
 - Free on-site consultation
 - Cooperative programs

OSHA's Continuing Mission

- On average, **12** workers die **every day** from job injuries
- In 2013, **4,405** Americans died from workplace injuries
- **50,000** workers die from illnesses where workplace exposures were a contributing factor.
- Over **4 million** non-fatal workplace injuries and illnesses are reported annually

Temporary Workers are at Increased Risk of Injury

- New workers have higher injury risk
 - Lack of Training
 - Inexperience and unfamiliarity with work environment
- Temps are often new to a jobsite several times a year
- Host employers are less likely to devote resources to fully train temps

Staffing Agencies

2013 National Staffing Statistics

- Average number of temporary workers each week: 3.03 million
 - Average tenure: 14 weeks (about three months)
 - Annual staffing employment: 11.0 million
 - Average annual earnings per job: \$32,994
 - Annual sales: \$122.3 billion
 - Offices nationwide: 50,000
- Source: ASA

New York Staffing Firms



AT A GLANCE: 2013 New York Staffing Statistics

- Average number of temporary workers each week: 101,211
- Annual staffing employment: 367,398
- 2012 total annual revenue: \$5.83 billion
- Offices statewide: 1,952

New York Temporary Help Worker Profile



Source: ASA <https://americanstaffing.net/staffing-research-data/fact-sheets-analysis-staffing-industry-trends/staffing-statistics-by-state/>

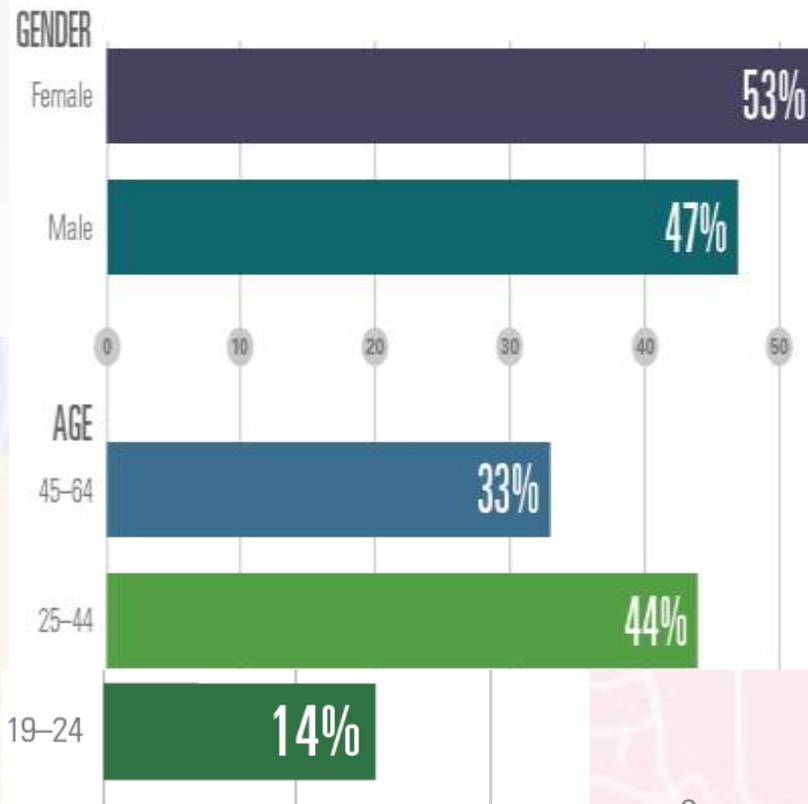
New Jersey Staffing Firms



AT A GLANCE: 2013 New Jersey Staffing Statistics

- Average number of temporary workers each week: 83,821
- Annual staffing employment: 304,271
- 2012 total annual revenue: \$4.2 billion
- Offices statewide: 1,309

New Jersey Temporary Help Worker Profile



Source: ASA <https://americanstaffing.net/staffing-research-data/fact-sheets-analysis-staffing-industry-trends/staffing-statistics-by-state/>

Temporary Workers - Occupations



HOST EMPLOYER/TEMP AGENCY

HOST EMPLOYER

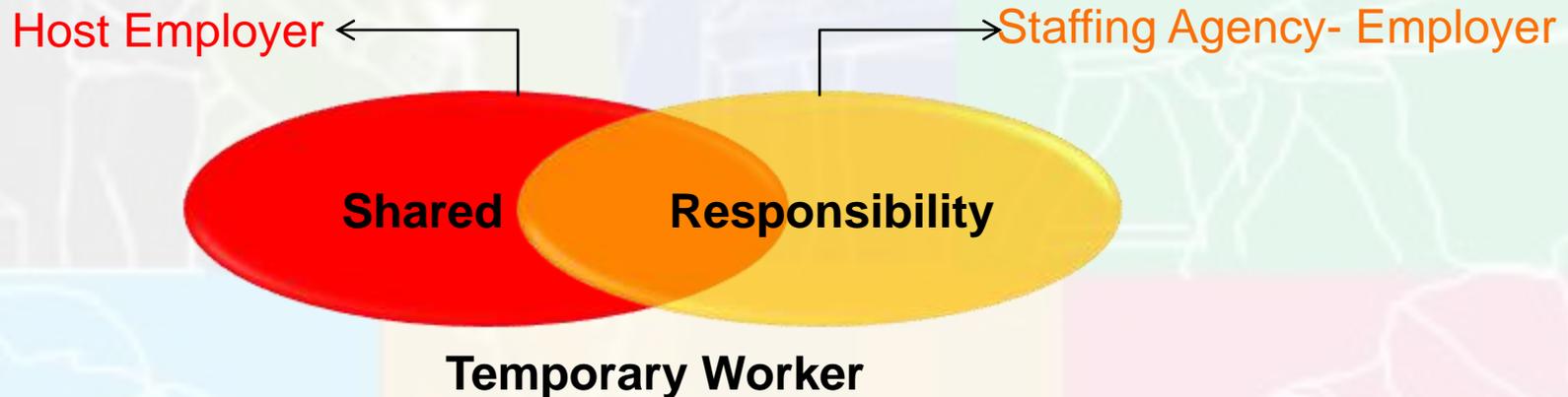
- Contracts with temp agency to fill positions (for specific job & w/specific experience)
- Pays the temp agency directly for the manpower provided by temp agency
- Supervises, assigns and directs the work (in most cases)
- Has full control of the workplace (machinery, equipment)

TEMPORARY AGENCY

- Contracted by host employer to provide workers/laborforce
- Is paid by the host employer
- Hires the workers
- Pays the workers
- Pays taxes, Soc. Sec., Workers compensation, etc.
- Assign workers to host employer worksites

Protecting Temporary Workers: A joint responsibility

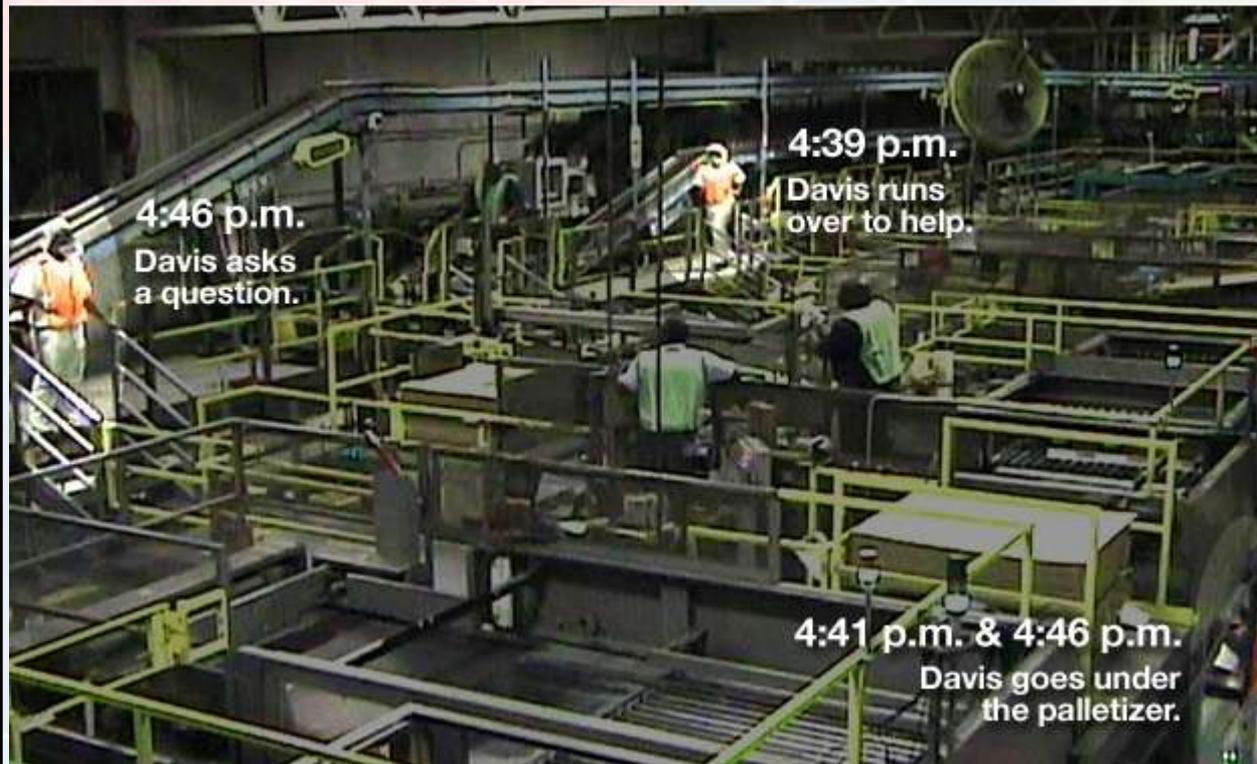
- **Both host employers and staffing agencies**
 - have roles in complying with workplace health and safety requirements
 - share responsibility for ensuring worker safety and health.



Shared control over worker = Shared responsibility for worker

Temporary Worker Page- http://www.osha.gov/temp_workers/index.html

Temporary Worker Death



August 16, 2012

Lawrence Daquan "Day" Davis' first day at work.



Temporary Worker Tragedies



Samir Storey

39 year old from NC

Employed by: Tradesmen International

Worked for: Industrial Piping and Resolute Forest Products

On his **first day of the job**, Storey died after suffocating from hydrogen sulfide exposure while cleaning out a 78.5-foot-tall tank.



Daniel Collazos Torrez

28 year old from Mass.

Employed by: Monroe Staffing

Worked for: Tribe Mediterranean Foods

Collazos was **pulled into a hummus grinder he was cleaning** and crushed between two large rotating screws.



Mark Jefferson

47 year old from Trenton, N.J.

Employed by: Labor Ready

Worked for: Waste Management

Jefferson died from heat exhaustion after nine hours of collecting garbage in 90-degree heat.¹⁴



Temporary Worker Who records the injury?

- Recorded on only one employer's injury and illness log
- Host employer responsible for recording the injuries and illnesses of temporary workers (in most cases)
 - Responsibility determined by supervision
 - supervise such workers on a day-to-day basis
 - Specifies output, product/result to be accomplished
 - Supervises how the work is to be accomplished (method, process)
 - Controls conditions that pose potential hazards
 - » Directs activities and exposures around those hazards

OSHA's Recordkeeping & Reporting Rule

Expanded reporting requirements

- The rule expands the list of severe work-related injuries and illnesses that **all covered employers** must report to OSHA.
- As of January 1, 2015, employers **must report** the following to OSHA:
 - All work-related **fatalities** within **8 hours** (same as current requirement)
 - All work-related **in-patient hospitalizations** of one or more employees within **24 hours**
 - All work-related **amputations** within **24 hours**
 - All work-related **loss of an eye** within **24 hours**

OSHA Injury and Illness Recordkeeping and Reporting Requirements

Under the OSHA Recordkeeping regulation ([29 CFR 1904](#)), covered employers are required to prepare and maintain records of serious occupational injuries and illnesses, using the OSHA 300 Log. This information is important for employers, workers and OSHA in evaluating the safety of a workplace, understanding industry hazards, and implementing worker protections to reduce and eliminate hazards.

ANNOUNCEMENT On September 11, 2014, OSHA announced changes to the list of industries that are exempt from the requirement to routinely keep OSHA injury and illness records, and to the list of severe work-related injuries and illnesses that all covered employers **must report** to OSHA. These new requirements will go into effect on January 1, 2015 for workplaces under Federal OSHA jurisdiction. The guidance materials found on this page have been updated to reflect the new requirements.

For complete information on these changes, please visit:

[Updates to OSHA's Recordkeeping Rule](#)

[Search Q&As on OSHA's Injury and Illness Recordkeeping Requirements](#)

What's New

OSHA updates [recordkeeping rule](#) September 11, 2014

OSHA issues a [proposed rule to improve workplace safety and health](#) through improved tracking of workplace injuries and illnesses.

[OSHA Injury and Illness forms](#) are now available in a pdf fillable format

In Focus

[The OSHA Recordkeeping Handbook](#)

With recent changes to OSHA's injury and illness recording and reporting regulation, the OSHA Recordkeeping Handbook is no longer current. The Handbook is replaced with [Detailed Guidance for OSHA's Injury and Illness Recordkeeping Rule](#). This page follows the same format as the Handbook and provides a compendium of existing agency approved policy, including the regulatory text and relevant decision discussion from the

<https://www.osha.gov/recordkeeping/index.html>

Temporary Workers Must Be Protected

- Temporary workers are entitled to the **SAME** safety and health protections as direct-hire and permanent employees
- Employers must protect the health and safety of **all** workers.
- **Help us to ensure** that temporary workers get the training and information they need.



Temporary Worker Initiative

- Launched April 29, 2013
- Includes:
 - data gathering,
 - identifying best practices
 - developing outreach materials
 - ensuring temporary workers are provided the same protections as permanent employees



Temporary worker- supplied to a host employer and paid by a staffing agency

Temporary Worker Initiatives

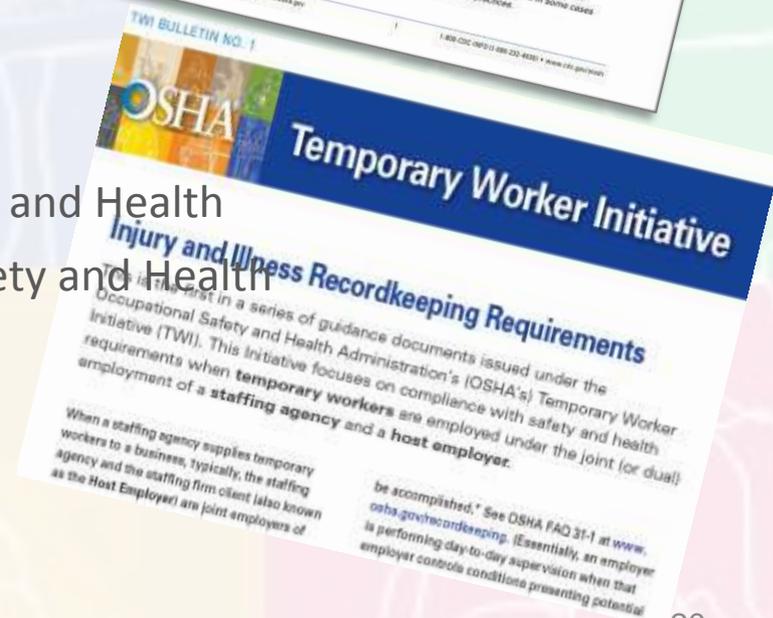
- Memoranda to field
 - Data gathering and enforcement guidance
- Promoting compliance assistance
 - July 2013 American Staffing Association Webinar, OSHA/ASA Alliance
- Identifying Best Practices – cobranding w/ NIOSH
- Developing outreach materials
 - Bulletins, OSHA website
- Outreach to stakeholders

NACOSH – National Advisory Committee on Safety and Health

ACCSH – Advisory Committee on Construction Safety and Health

ASA – American Staffing Association

ASSE – American Society of Safety Engineers



Protecting Temporary Workers

- Memo to field – enforcement activity:
 - ❑ Inspections coded (capturing temporary workers)
 - ❑ Temporary workers defined: “workers hired and paid by a staffing agency and supplied to a host employer to perform work on a temporary basis”
 - ❑ Review contract
 - ❑ Communication (staffing agency, host employer, workers)
 - ❑ Complaints or concerns brought to employer/agency
 - ❑ Training provided?
 - ❑ Supervisor structure

American Staffing Association

- OSHA/ASA-collaborative efforts:
 - Share information regarding best practices and effective approaches
 - develop and disseminate information on the recognition and prevention of workplace hazards and rights and responsibilities of workers and employers
 - via print ,electronic media and their websites to:
 - Staffing firms, Host employers and Temporary workers
- Webinar “Protecting the Safety and Health of Temporary Workers”

Protecting Temporary Workers

OSHA Inspection Data

- Since 4/1/13:
 - 1,823 inspections
 - 1,039 –complaints & referrals
 - 60 – temp worker deaths
 - 724- other inspections
 - Types of Violations found
 - 4,662 violations issued
 - 3,485 Serious, Willful, Repeat, Failure to Abate
 - 1,150 Other

U.S. Department of Labor
Occupational Safety and Health Administration
7 North Wilkes-Barre Blvd.
Suite 410, The Stegmaier Building
Wilkes Barre, PA 18702
Phone: 570-826-6538 Fax: 570-821-4170



Citation and Notification of Penalty

To:
Halliburton Energy Services, Inc.
and its successors
121 Champion Way
Suite 200
Carneshorn, PA 15317

Inspection Site:
1283 Mill Road
Wootton East Well Pad
Liberty, PA 16930

Inspection Number: 8992215
Inspection Date(s): 04/04/2013 - 06/13/2013
Issuance Date: 06/19/2013

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty you either call to schedule an informal conference (see paragraph below) or you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment.

Citation and Notification of Penalty Page 1 of 11 OSHA-2

Most Frequent Violations at Workplaces Where Temporary Workers are Identified

- Electrical Hazards
- Hazards requiring lock out/tag out protections
- Machine Guarding
- Fall Protection
- Hazard Communication
- Powered Industrial Trucks
- Training (in a language and method the worker understands)

Host Employer/ Staffing Agency Inspections: Points to Consider

- Which employer is best suited to comply with specific requirements?
- Staffing agency's **duty to inquire**
- **Joint employers:** Are respective safety & health responsibilities spelled out in the host/staffing agency contract?
- Staffing agencies **may be** best positioned for general safety training, long-term medical surveillance
- Host employers normally responsible for workplace-specific training and compliance with standards
- **Both** employers may be held responsible for violative conditions

Host Employer/ Staffing Agency Inspections: Points to Consider (cont'd)

- Who supervises workers? Day-to-day supervision occurs when “... the employer supervises the details, means, methods and processes by which the work is to be accomplished”
- Do workers know their OSHA rights?
- Each case must be evaluated on its own facts
- Online resources: Temporary Worker Initiative page
 - Interpretation letters, especially Staffmark and Moreau letters

Host Employer/ Staffing Agency Inspections: Points to Consider (cont'd)

- Who provides workers' **training**? Is it effective?
- Who provides workers' **PPE** (e.g., respirators, gloves, hearing protection, fall protection)? Who pays for the PPE? Does the employer train the employees on **WHEN** and **HOW** to use the PPE?
- Is the **hierarchy of controls** utilized to protect employees (i.e., engineering controls, administrative and work practice controls and lastly, PPE when other controls are not feasible)? (staffing agency's duty to inquire—communication)

Host Employer/ Staffing Agency Inspections: Points to Consider (cont'd)

- Is there a contract which defines the scope of work and responsibilities?
 - Defining the scope of the temporary workers' duties discourages tasking workers to perform work that they are unqualified and untrained to perform and which may carry a high risk of injury
 - Each employer's respective responsibilities for compliance with applicable OSHA standards- ensures that each employer complies with all relevant regulatory requirements, thereby avoiding confusion as to each employer's obligations and their role in protecting temporary workers

Best Practices



Staffing agency & host employer should **both**:

- Define scope of work in contract-including worker tasks
- Develop and implement a safety and health program that includes temporary workers
- Perform a hazard assessment of the worksite.
- Conduct new project orientation and safety training addressing hazards to which temporary workers may be potentially exposed.
- Maintain communication between each other; staffing agency, worker and host employer.
- Establish mechanism for employees on how to report injuries and illnesses.

Free From Retaliation

- Workers have the right to be free from retaliation for exercising safety and health rights.
- Workers have a right to seek safety and health on the job without fear of punishment.
- This right is spelled out in Section 11(c) of the OSH Act.

Group Exercise

- Case Study 1: 38 year old male temporary worker was run over and crushed by an off-road dump truck while he was working at a sanitary landfill. This was his second week on the job. Victim was assigned to pick up litter refuse which spilled from the trucks along the access road. On the day of the incident he was re-assigned as a traffic guide (spotter).
- Case Study 2: 26 year old male clean-up person (temporary worker) at a veneer manufacturing plant died as a result of wounds received after being struck by a rotating cut-off saw. The victim and a co-worker were in the process of clearing a jammed log from the sawline while the cut off saw was rotating.

Protecting Temporary Workers Homepage

www.osha.gov/temp_workers

Protecting Temporary Workers

all from third floor loading platform.

4/17/2014 Florida. Temporary worker killed in



[Reports of Fatalities and Catastrophes](#)

"Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health. It is essential that *both* employers comply with all relevant OSHA requirements."

— David Michaels, PhD, MPH, Assistant Secretary of Labor for Occupational Safety and Health

Employer Responsibilities to Protect Temporary Workers *

To ensure that there is a clear understanding of each employer's role in protecting employees, OSHA recommends that the temporary staffing agency and the host employer set out their respective responsibilities for compliance with applicable OSHA standards in their contract. Including such terms in a contract will ensure that each employer complies with all relevant regulatory requirements, thereby avoiding confusion as to the employer's obligations.

Joint Responsibility



Worker Rights

Highlights

- [Recommended Practices: Protecting Temporary Workers](#)**
- [Policy Background on the Temporary Worker Initiative](#)
- [Temporary Worker Initiative \(TWI\) Bulletin No. 1 - Injury and Illness Recordkeeping Requirements](#)**
- **NEW** [Temporary Worker Initiative \(TWI\) Bulletin No. 2 - Personal Protective Equipment](#)**
- **NEW** [Temporary Worker Initiative \(TWI\) Bulletin No. 3 - Whistleblower Protection Rights](#)**

http://www.osha.gov/temp_workers/index_sp.html

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[versión en inglés](#)

Protegiendo a los trabajadores temporales

"Empleadores deben tratar a sus trabajadores temporales como tratan a los trabajadores permanentes. Agencias reclutadoras y empleadores comparten el control sobre el empleado, y así ambos son responsables para la seguridad y salud del empleado. Es esencial que ambos empleadores cumplan con todos los requisitos pertinentes de la OSHA."

— David Michaels, PhD, MPH, Secretario Adjunto de la OSHA



Derechos de los trabajadores

Definición de un trabajador temporal

Los trabajadores temporales son los que normalmente están contratados por empresas de trabajo temporal. Pueden trabajar por días hasta años con una agencia reclutadora, pero no son considerados trabajadores permanentes por falta de contratos legales permanentes así como los beneficios que tendrán un trabajador permanente.

Responsabilidades del empleador para proteger a los trabajadores temporales*

Para asegurar que hay un entendimiento claro del papel de cada empleador en proteger a los trabajadores, la OSHA recomienda que las agencias reclutadoras y los empleadores establezcan sus responsabilidades respectivas que cumplen con los estándares de la OSHA en su contrato. Incluir las condiciones en un contrato asegurará que cada empleador cumple con todo los requisitos regulatorios, evitando confusión sobre las obligaciones del empleador.

Comunicados de prensa

19 marzo 2014 [Trade News Release] La OSHA lanza un nuevo boletín educativo sobre los requisitos del registro de lesiones para proteger a los trabajadores temporales

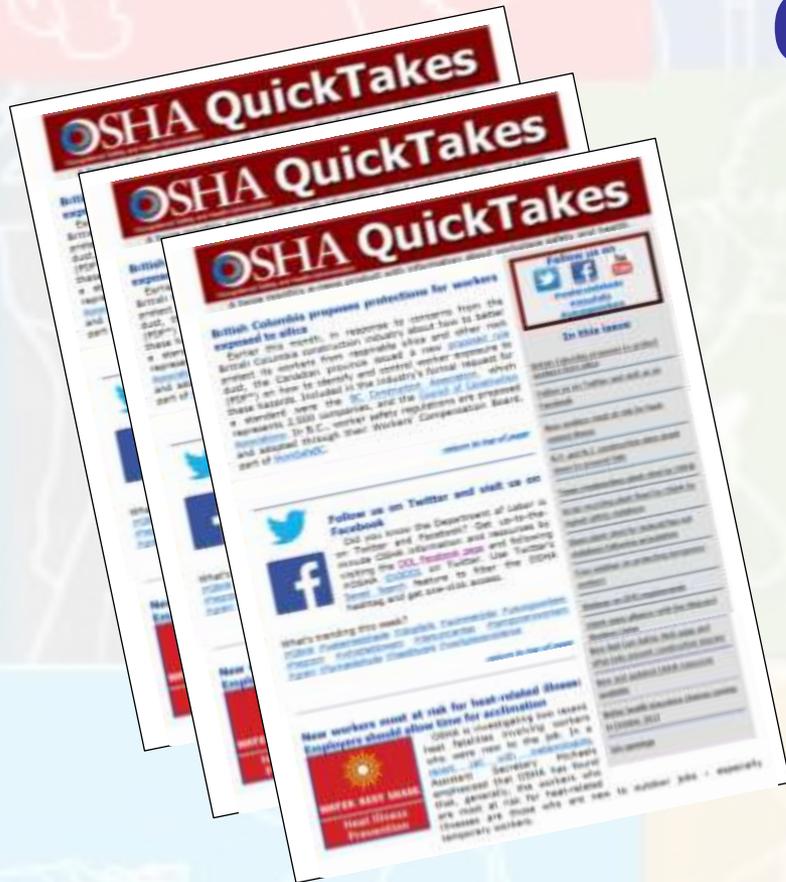


Responsabilidad conjunta

Aunque la alcance de responsabilidad debajo la ley de agencias reclutadoras y empleadores es dependiente de los específicos de cada caso, las agencias reclutadoras y empleadores son conjuntamente responsables mantener un ambiente de trabajo seguro para los trabajadores temporales – incluyendo, por ejemplo, asegurarse que el entrenamiento, comunicación de peligros, y

OSHA QuickTakes

- **Free** OSHA e-newsletter delivered twice monthly to nearly 72,000 subscribers
- **Latest news** about OSHA initiatives and products to help employers and workers find and prevent workplace hazards



Sign up at <https://www.osha.gov/as/opa/quicktakes/subscribe.html>

Training

<http://www.osha.gov/dte/index.html>

Highlights



Workers receive hands-on training in the recognition, avoidance, and prevention of construction safety hazards on the jobsite.

OSHA Training Courses, Materials, and Resources

OSHA offers a wide selection of training courses and educational programs to help broaden worker and employer knowledge on the recognition, avoidance, and prevention of safety and health hazards in their workplaces. OSHA also offers training and educational materials that help businesses train their workers and comply with the Occupational Safety and Health Act.

This page references training courses, educational programs, and training materials and resources that are administered by the OSHA Directorate of Training and Education.

In Focus

- [OTI Education Center Public Sector Certificate Program](#)
- [\\$10.6M in safety and health grants awarded to 78 organizations across the nation by US Labor Department's OSHA](#)

Quick Links

- [Introduction to OSHA Materials](#)
- [OSHA Training Requirements](#)
- [How to Find Outreach Training Program 10- and 30-hour Classes](#)
- [How to Obtain Replacement Outreach Training Program Cards](#)
- [HAZWOPER FAQs](#)

[Training for Workers](#)

Through the Outreach Training Program, OSHA offers occupational safety and health classes designed for workers and employers.

- [Construction 10- and 30-hour classes](#)
- [General Industry 10- and 30-hour classes](#)
- [Maritime 10- and 30-hour classes](#)
- [Disaster Site Worker classes](#)

[Grants](#)

Under the Susan Harwood Training Grant Program, OSHA awards grants to nonprofit organizations to develop training and educational programs and/or deliver training and education to workers and employers.

- [Susan Harwood Training Grants](#)
- [Grant Requirements](#)
- [Award Announcements](#)
- [Grant Materials](#)
- [FAQs](#)
- [Contact Us](#)

[Training for Safety Professionals](#)

Through the OTI Education Centers program, OSHA offers occupational safety and health courses at locations nationwide. Some courses may offer CSP/CIH certification maintenance points, and include topics such as recordkeeping, machine guarding, confined space entry, electrical standards, and fall arrest systems.

- [Course descriptions](#)
- [Certificate and Degree Programs](#)

[Training Materials and Resources Gateway](#)

Access training materials designed to help workers and employers recognize safety and health hazards in the workplace.

- [Safety and Health Training Resources](#)
- [OSHA Compliance Guidance on Training](#)
- [Hazwoper FAQs](#)

[Program Information](#)

- [Susan Harwood Training Grants](#)
- [OSHA Outreach Training Program](#)
- [OSHA Training Institute \(OTI\)](#)
- [OTI Education Centers](#)
- [Resource Center Loan Program](#)
- [Directorate of Training and Education \(DTE\)](#)

Oregon Peso

<http://www.cbs.state.or.us/external/osha/espanol.html>

Department ▼

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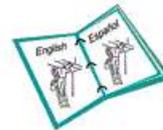
Spanish - Español

A-Z Topic List
Rules
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Modules

[Bilingual Modules designed to be taught in less than 60 minutes.](#) Some modules are audio-guided.

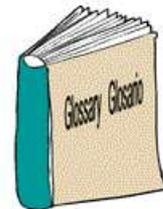


Libretos

[Libretos Bilingües diseñados para ser enseñados en menos de 60 minutos.](#) Algunos libretos son guiados por audio.

Glossary

Glossary of occupational safety and health terms
[Spanish-English](#) | [English-Spanish](#)



Glossary

Glossario de términos de seguridad e higiene en el trabajo
[Español-Inglés](#) | [Inglés-Español](#)

Workshops - *coming soon*

Bilingual materials to conduct your own safety and health workshops



Talleres - *próximamente*

Materiales bilingües para realizar sus propios talleres de seguridad y salud.

Compliance Assistance Quick Start

http://www.osha.gov/dcsp/compliance_assistance/quickstarts/index.html

Are you ready to learn more about how to prevent workplace injuries and illnesses and comply with the Occupational Safety and Health Act, but aren't sure where to start? By following this step-by-step guide, you can identify many of the major OSHA requirements and guidance materials that may apply to your workplace. Small and new businesses may find Quick Start helpful as an introduction to the compliance assistance resources on OSHA's website.

This Quick Start feature is not comprehensive - there may be additional OSHA standards and guidance materials that also apply to your business. If you are in a state with an [OSHA-approved state program](#), you are subject to state occupational safety and health regulations that may have more stringent or supplemental requirements. These state programs also provide compliance assistance services. Please contact your state program for additional information. In addition, you can request a free, confidential on-site consultation from the [OSHA On-site Consultation Program](#).

[Please read this DISCLAIMER before proceeding](#)



General Industry

This module applies to workplaces that are subject to OSHA's general industry standards, including manufacturing, wholesale, and retail establishments. OSHA's general industry standards also may apply to any industry to the extent that they supplement specific standards for an industry.



Construction Industry

This module applies to employers and workers engaged in construction work, which OSHA defines as construction, alteration, and/or repair, including painting and decorating ([29 CFR 1910.12\(b\)](#)).



Health Care

This module applies to employers and workers in the health care field.



Hispanic Outreach

This module helps employers with a Spanish-speaking workforce identify the Spanish-language outreach resources on OSHA's Web site. While this module includes links to Spanish-language resources, it is intended primarily for English-speaking and bilingual users.



SAFETY AND HEALTH TOPICS

OSHA's Safety and Health Topics webpages provide information on specific safety and health hazards, as well as specific hazard information on different industries. These pages provide information on hazard identification and control, as well as existing OSHA standards where applicable. This information can be helpful to employers in complying with OSHA standards.

To find a specific Safety and Health Topics webpage, search the Safety and Health Topics Pages [Alphabetical Listing](#). If you cannot find what you are looking for, you may also search the main [OSHA A-Z Index](#). Are you interested in web-based training tools on occupational safety and health topics? Try [OSHA's eTools](#), [eMatrix](#), [Expert Advisors](#) and [v-Tools](#)! For other training material, visit [OSHA's Training webpage](#). If you are an employer or a small business, visit OSHA's webpages for [employers](#) and free services to [small businesses](#). For other General Safety and Health Information, visit the [General Safety and Health References](#) page.

SEARCH

the Alphabetical Listing of
Safety and Health Topics Pages

<http://www.osha.gov/SLTC/index.html>

Hot Topics

> [Previous Hot Topics](#)



Winter Weather

Winter weather creates a variety of hazards that can significantly impact everyday tasks and work activities. These hazards include slippery roads/surfaces, strong winds and environmental cold. Learning how to prepare for work during the winter, protect workers from the cold and other hazards that can cause illnesses, injuries, or fatalities, is essential to maintaining a safe work



Updates to OSHA's Recordkeeping Rule

"OSHA will now receive crucial reports of fatalities and severe work-related injuries and illnesses that will significantly enhance the agency's ability to target our resources to save lives and prevent further injury and illness. This new data will enable the agency to identify the workplaces where workers are at the greatest risk and target our compliance assistance and enforcement



Hospital Safety

Did you know that a hospital is one of the most hazardous places to work? In 2011, U.S. hospitals recorded 253,700 work-related injuries and illnesses, a rate of 6.8 work-related injuries and illnesses for every 100 full-time employees. This is almost twice the rate for private industry as a whole. OSHA created a suite of resources to help hospitals assess workplace safety needs.

Protecting Temporary Workers

Protecting Temporary Workers

"Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health. It is essential that both employers comply with all relevant OSHA requirements."



Georgia Tech

<http://www.oshainfo.gatech.edu/hispanic/empieze-aqui.html>

GEORGIA TECH
SAFETY & HEALTH
CONSULTATION
PROGRAM

Introduction

Scaffolding

Electrical Safety

Material Handling

Fall Protection

Excavations/Trenching

Silicosis

Other Resources

Credits

Spanish Version

Safety in Construction

Introduction

This website has been developed to assist contractors who need to conduct construction safety training in Spanish. It will be of use to persons with varying levels of literacy in Spanish. For this purpose, each safety topic is presented in Spanish through posters, short movie clips, tool box training sessions, and class room training presentations. These training materials are provided by the Georgia Tech Safety and Health Consultation Program, through funding from OSHA. This material may be used for credit to the Georgia Tech Safety and Health Consultation Program is appreciated. This is not an official OSHA regulation. It has not been reviewed or approved by that agency. We believe these training materials to be accurate, but please do not replace any OSHA regulation.

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OSHA is responding to
changing technology
and the mobile needs of
employers and workers



Susan Harwood Training Grant Grantee Produced Training Materials



OSHA provides training and education programs for workers and employers on the recognition, avoidance, abatement, and prevention of safety and health hazards in their workplaces through Susan Harwood Training Program grants. Grants are awarded to nonprofit organizations to support the conduct of these training and education programs.

Many Harwood grantees develop training materials and products that address workplace safety and health hazards as a part of their grant activities. In an effort to make these products available to a broader audience for training or self-development, OSHA is posting these training materials on the Harwood Web page where they may be accessed and downloaded at no charge. As additional training products become available, OSHA will post them on this site.

The products developed by grantees have been tailored to meet the needs of various training audiences (e.g., workers, employers, young workers, non-English speaking/limited English proficiency workers) and are available in a variety of formats such as training manuals, PowerPoints, pdf files, etc. Some products are also available in languages other than English such as Spanish, Vietnamese, and Mandarin.

The training products are arranged by:

- By Topic
- By Language
- By Grantee

Please note:

- The training materials do not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.
- These materials are copyrighted and cannot be used for commercial purposes. Users must respect and comply with all copyright laws and must agree to the terms of use as described on subsequent Web pages, before the materials can be accessed.

Developing and Evaluating Your Training Program

Best Practices for the Development, Delivery, and Evaluation of Susan Harwood Training Grants

- Contents
- Introduction
- Organization
- Background: Purpose of Susan Harwood Training Grants
- The Value of Safety and Health Training
- Characteristics of Sound Training Programs
- Overview of Best Practices for Susan Harwood Training Grants
- Principles of Adult Education
- The Principles of Adult Education: A Checklist
- Program Design, Delivery and Evaluation
- Elements
- Element One. Staffing
 - Element Two. Training Facilities and the Learning Environment
 - Element Three. Training Course Materials and Content
 - Element Four. Training and Overall Program Evaluation
 - Element Five. Training Program Quality Control
 - Element Six. Specific Populations to Consider



Summary

- Staffing agencies have a legal obligation not only to comply with the requirements under their exclusive control, but also to monitor the working conditions of their employees at their clients' workplaces
- Host employers must treat temporary workers like any other worker in terms of training and safety procedures

Remember!



Determine which employer is in the best position to prevent or correct



Determine who is in the best position to comply with the applicable OSHA standard



Spell it out contractually

**“OSHA believes that a worker’s
first day on the job should NEVER
be their last day on this earth!”**

Dr. David Michaels

We Can Help!

- ▶ Contact your Diverse Workforce Coordinator
- ▶ Contact your Compliance Assistant Specialist
- ▶ Contact your local area office

***TOGETHER WE CAN MAKE A
DIFFERENCE!***