

TRAIN YOUR TEMPS

On April 29, 2013, OSHA's Director of Enforcement Programs sent a memo to all Regional Administrators ordering stricter oversight of temporary workers. The memo states in part:

"In recent months, we have received a series of reports of temporary workers suffering fatal injuries during the first days on a job. In some cases, the employer failed to provide safety training or, if some instruction was given, it inadequately addressed the hazard, and this failure contributed to their death.

Given the number of temporary workers and the recent high profile fatal incidents, the **agency is making a concerted effort using ENFORCEMENT** to assure that temporary workers are protected from workplace hazards. Employers have a duty to provide necessary safety and health training to **ALL** workers regarding workplace hazards.

[Inspectors] should assess- using **RECORDS REVIEW AND INTERVIEWS** - whether those workers have in fact received required **TRAINING IN A LANGUAGE AND VOCABULARY THEY UNDERSTAND**. Recent inspections have indicated problems where temporary workers have not been trained and were not protected from serious workplace hazards due to lack of **lockout/tagout** protections."

Therefore:

1. **Train your temporary workers properly, thoroughly, and in the same subjects as the employees on your own payroll, AND**
2. **Train your temporary workers (and your own employees) in a language they can understand, AND**
3. **Document, Document, Document.**

The full text of this memo can be found at:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=28613

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June 11, 2013

