

# Temp Workers Demand Good Jobs:

Survey reveals pervasiveness of poverty pay, permatemping, deceptive recruitment practices, and other job quality issues

Temp workers endure rampant wage theft, “permatemping,” employer retaliation, and unsafe workplace conditions, and want to organize for change, according to “Temp Workers Speak Out,” a new report by Temp Worker Justice, Chicago Workers Collaborative, Mississippi Workers’ Center for Human Rights, National Employment Law Project, New Labor (New Jersey), Warehouse Workers for Justice (Illinois), and North Carolina Justice Center.

The report draws from a series of surveys conducted between 2019 and 2021. A total of 1,337 temp workers from 47 U.S. states, employed by staffing agencies including Aerotek, Adecco, Kelly Services, and Manpower Group, and working for host employers including Amazon, Walmart, Google, and Tyson Foods answered the survey.

1,337

temp workers from 47 U.S. states participated in the TWJ Survey Series

## Key findings:



### Wage theft

**Nearly 1 in 4** (24% of) temp workers reported that their employers have stolen wages in one of three ways—failed to pay the minimum wage rate, the overtime rate, or for all hours worked



### “Permatemping”

**More than 1 in 3** (35% of) temp workers reported that they had been working in their current temp assignment for more than one year



### Safety training

**Nearly 1 in 5** (19% of) temp workers for whom safety training is applicable reported that they had never received such training prior to a new temp assignment



### Employer retaliation

**Nearly 3 in 4** (71% of) of temp workers said that they experienced some form of retaliation for raising workplace issues with a supervisor or management



### Interest in joining a worker organization

**Fully 4 in 5** temp workers reported interest in joining a worker organization like a union that works to improve conditions for temp workers

Worker groups are calling on policymakers to ensure that temp workers receive equal pay for equal work, that both staffing agencies and the companies that hire them are responsible for compliance with labor and workplace safety standards, that temp workers have opportunities to transition to permanent employment, and that temp workers can report unfair or illegal working conditions without fear of retaliation.

Read the report at [bit.ly/JusticeForTempWorkers](https://bit.ly/JusticeForTempWorkers)