

Temp Abuse, Corporate Gains, State Losses

Support HB690, the Responsible Job Creation Act, sponsored by Rep. Carol Ammons.

*"[We are] working in the factory so that the factory earns and the [temp] agency earns and every day they treat us badly and we have less quality of life. And for them, more profit."**

Big companies are replacing good, permanent jobs with permanently temporary jobs

- **80%** of Fortune 500 companies, including Walmart and Amazon, **outsource** parts of their business to companies, which often contract with temp agencies - up from 65% in 2008.¹
- **800,000** workers worked through **temp** agencies in Illinois last year.²
- **8** is the average number of **years** surveyed workers had worked **as temps**.

"When I went to get a job, everyone directed me to temp work. No one would directly give me an application."

They are increasing profits by turning Illinois workplaces into sweatshops

- **22%** is **how much temps earn less** than direct hires that do the same work.⁴ The average annual income of surveyed temps is below \$12,000.
- **75%** of surveyed temps experienced **wage theft**. Too often temp agencies win low-bid contracts and make up profit margins stealing workers' wages.⁵
- **92%** of surveyed temps were **denied basic health and safety rights** on the job.⁶

"If you don't put up with the abuse, that's when they take your work away. We all are working hard, but that's not what they look for. They look for someone who doesn't speak or complain."

And they are shifting the costs of doing business onto the State of Illinois

Illinois pays for abusive jobs

- Subsidizing poverty wages for working families costs the state \$2.2 billion in **public assistance**.⁷
- Temp hiring excludes Black workers, fueling Black **joblessness & incarceration**. Each inmate costs Illinois \$38,000 per year.⁸
- States also pick up the tab on 5% of **job injuries**, involving a disproportionate share of temps.⁶

And loses on lower wages

- Each surveyed temp contributes an average of \$603 less in **income tax** than the average Illinois worker with a high school diploma.⁹
- Temped out jobs mean workers have less money to spend, creating **ripple effects in local economies**.

Supporting Organizations

Chicago Workers' Collaborative
Coalition of Labor Union Women
Illinois AFL-CIO
Illinois Jobs with Justice
Illinois-National Organization for Women
Kenwood Oakland Community Organization
Latino Policy Forum
Local 881 UFCW
National Economic & Social Rights Initiative
National Employment Law Project
Progress Center for Independent Living
Rainbow Push Coalition
Raise the Floor Alliance
Warehouse Workers for Justice
Women Employed

End Notes

*Workers survey data and quotes based on 2016 study with two dozen Illinois temp workers employed in Illinois factories and warehouses. This data provides an in-depth account of their frontline experiences.

¹ Armstrong & Associates, Inc., Trends in 3PL/Customer Relationships (2013).

² American Staffing Association, Illinois 2015 Statistics.

³ David Autor & Susan Houseman, "Do Temporary-Help Jobs Improve Labor Market Outcomes for Low-Skilled Workers? Evidence from 'Work First,'" American Economic Journal: Applied Economics, 2:3 (2009).

⁴ National Employment Law Project & National Staffing Workers Alliance, Temped Out (2014).

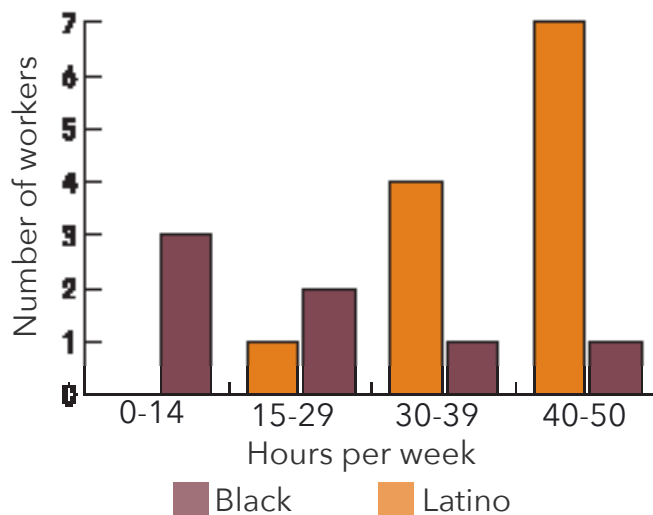
⁵ A large 2008 study found wage theft affected 47% of a sample population involving more than 300,000 low-wage workers in Illinois. Nik Theodore, Unregulated Work in Chicago (2010).

⁶ OSHA, U.S. DOL, Adding Inequality to Injury (2015) (Temps endure more injuries, make fewer workers' comp claims and lack personal savings and health insurance).

⁷ Nik Theodore & Marc Doussard, The Hidden Public Costs of Low-Wage Work in Illinois (2006).

⁸ Vera Institute, The Price of Prisons (2012). Black temps surveyed were assigned significantly

fewer hours per week than Latino temps. Companies target workers they believe are undocumented and less likely to claim their rights, which benefits no workers.



⁹ Based on average annual income of surveyed temp workers. Average annual income of Illinois workers with only a diploma is based on U.S. BLS data on weekly earnings by educational attainment, 2015.