

# **MODULE 10**

## **Temporary and Day Laborers**

### **Participant Outline**

**145-160 minutes**

#### **Objectives:**

- to share work problems faced by temporary and day laborers
- to examine what determines employment status, as either an employee or independent contractor
- to practice determining one's current employment status
- to review workplace rights for temporary and day laborers
- to consider and evaluate options for solving workplace problem
- to practice responding to some of participants' problems

#### **Welcome and introductions**

##### **Icebreaker: Who Is Here?**

Discuss participant's work experience with temporary or day labor.

##### **Activity 1: Workplace Issues or Problems**

Describe what problems you have experienced as temp agency workers or day laborers.

##### **Activity 2: Employee or an Independent Contractor?**

Are you an employee or an independent contractor – and what does that mean for your rights in the workplace?

##### **Activity 3: What Rights Do You Have?**

What workplace rights do you have as an employee or as an independent contractor?  
Who is your employer if you work for a temp agency?

##### **Activity 4: Which Problems Are Against the Law?**

Practice determining which of our problems are against the law.

##### **Activity 5: Where to Go With Your Problems**

Consider the advantages and disadvantages of different ways of responding to workplace problems.

##### **Activity 6: Practice Reporting Violations or Getting Assistance (optional)**

#### **Summary**