The Microsoft 365 outage could stop your placed workers from submitting time

These steps give the contractors and temps you've placed a backup way to reach your team and send in their hours until Microsoft recovers.

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A Microsoft 365 outage that started Thursday, Nov 12, is still affecting Outlook, Teams and Microsoft sign-in. If your firm runs on Microsoft 365, your recruiters and payroll staff may not be able to email the people you've placed with clients.

Firms that don't use Microsoft can be affected too. Placed workers whose email runs on Microsoft, such as an Outlook address or a work account their client gave them, may not be receiving your messages.

The biggest risk is time capture. If placed workers can't submit their hours, they get paid late and you bill late. Bullhorn is still running, and the five steps below show you how to use it to reach everyone on assignment from a backup channel.

WATCH OUT

Outages draw phishing attempts, and your placed workers are about to hear from you at a new address. Tell them you will never ask for a password, bank details or a Social Security number by email, and that the address on your website banner is the only backup address to trust.

DEGRADED: MICROSOFT 365

Outlook, Teams and sign-in are still recovering. Microsoft said its latest fix did not restore capacity as expected, and has not given a timeline.

OPERATIONAL: BULLHORN

Running as usual. Bullhorn doesn't run on Microsoft 365, so the outage should not affect it directly. If your team signs in to Bullhorn with a Microsoft account, check that sign-in works for everyone.

WHAT TO DO

Set up a backup way for placed workers to reach you and submit time

1. Create a backup Gmail address for placed workers to contact you. Turn on two-step verification and share access with your team.
2. Post the backup address in a banner at the top of your website and careers page. If your website is down too, post it on your social channels.
3. Pull your active placements from Bullhorn, then email and text your priority workers first.
4. Call that same priority group, split by recruiter, and log each call so nobody gets called twice.
5. Ask placed workers to send timecards to a dedicated inbox with a set subject line, such as “Timecard, [name], [week ending],” and process them daily.

Need a hand with your Bullhorn setup?

We can pull your active-placement list from Bullhorn, set up mass texting or route timecards to a backup inbox for you. You can have this running in under an hour. Email **info@broadandmadison.com** or message us here on LinkedIn.

Source: Microsoft’s service health status (incidents EX1550543 and MO1550821) and Reuters reporting, Nov 13, 2026, 6:08 AM ET. This summarizes Microsoft’s updates and is not an official Microsoft communication. For live status, check Microsoft’s service health dashboard at status.cloud.microsoft.