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Control of Hazardous Energy

What is hazardous energy? Energy sources including electrical, mechanical, hydraulic, pneumatic, chemical, thermal, or other sources in machines and equipment can be hazardous to workers. During the servicing and maintenance of machines and equipment, the unexpected startup or release of stored energy can result in serious injury or death to workers.

What are the harmful effects of hazardous energy? Workers servicing or maintaining machines or equipment may be seriously injured or killed if hazardous energy is not properly controlled. Injuries resulting from the failure to control hazardous energy during maintenance activities can be serious or fatal! Injuries may include electrocution, burns, crushing, cutting, lacerating, amputating, or fracturing body parts, and others.


- A steam valve is automatically turned on burning workers who are repairing a downstream connection in the piping.
 - A jammed conveyor system suddenly releases, crushing a worker who is trying to clear the jam.
 - Internal wiring on a piece of factory equipment electrically shorts, shocking worker repairing the equipment.
- Craft workers, electricians, machine operators, and laborers are among the millions of workers who service equipment routinely and face the greatest risk of injury.

What are the harmful effects of hazardous energy? Proper lockout/tagout (LOTO) practices and procedures safeguard workers from hazardous energy releases. OSHA's Lockout/Tagout [Fact Sheet](#) describes the practices and procedures necessary to disable machinery or equipment to prevent hazardous energy release. The OSHA standard for The Control of Hazardous Energy (Lockout/Tagout) ([29 CFR 1910.147](#)) for general industry outlines measures for controlling different types of hazardous energy. The LOTO standard establishes the employer's responsibility to protect workers from hazardous energy. Employers are also required to train each worker to ensure that they know, understand, and are able to follow the applicable provisions of the hazardous energy control procedures:



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- Proper lockout/tagout (LOTO) practices and procedures safeguard workers from the release of hazardous energy. The OSHA standard for The Control of Hazardous Energy (Lockout/Tagout) ([29 CFR 1910.147](#)) for general industry, outlines specific action and procedures for addressing and controlling hazardous energy during servicing and maintenance of machines and equipment. Employers are also required to train each worker to ensure that they know, understand, and are able to follow the applicable provisions of the hazardous energy control procedures. Workers must be trained in the purpose/function of the energy control program and have the knowledge/skills required for the safe application, usage/removal of energy control devices.
- All employees who work in an area where energy control procedure(s) are utilized, need to be instructed in the purpose and use of the energy control procedure(s), especially prohibition against attempting to restart or re-energize machines or other equipment that are locked or tagged out.
- All employees who are authorized to lockout machines or equipment and perform the service and maintenance operations need to be trained in recognition of applicable hazardous energy sources in the workplace, the type and magnitude of energy found in the workplace, and the means and methods of isolating and/or controlling the energy.
- Specific procedures and limitations relating to tagout systems where they are allowed.
- Retraining of all employees to maintain proficiency or introduce new or changed control methods.

OSHA's Lockout/Tagout [Fact Sheet](#) describes the practices and procedures necessary to disable machinery or equipment to prevent the release of hazardous energy. The control of hazardous energy is also addressed in a number of other OSHA standards, including Marine Terminals ([1917 Subpart C](#)), Safety and Health Regulations for Longshoring ([1918 Subpart G](#)), Safety and Health Regulations for Construction; Electrical ([1926 Subpart K](#)), Concrete and Masonry Construction ([1926 Subpart Q](#)), Electric Power Transmission and Distribution ([1926 Subpart V](#)), and General Industry; Electrical ([1910 Subpart S](#)), Special Industries ([1910 Subpart R](#)), and Electric Power Generation, Transmission and Distribution ([1910.269](#)). 

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Freelance Worker Protection Act




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On August 4, 2023, Governor JB Pritzker signed the Freelance Worker Protection Act (FWPA) (HB1122) into law, establishing strict protections for freelance workers. The FWPA defines a “freelance worker” as anyone hired or retained as an independent contractor to provide products or services in Illinois or for any Illinois-based entity in exchange for compensation of at least \$500 (either in a single contract or in the aggregate of all contracts during the last 120 days). However, the FWPA specifically excludes: (1) workers performing construction services; (2) workers performing services as an employee for a contractor who engages in construction; (3) workers engaged in the traditional employer-employee relationship as defined by the Illinois Wage Payment and Collections Act; and (4) all foreign, federal, state, and local government entities including school districts. In addition, the law defines “freelance worker” as a “natural person,” which is defined as an “individual human being.”

The FWPA sets forth three requirements for hiring or retaining a freelance worker:

First, the retention of a freelance worker to provide services or products valued at \$500 or more requires that the agreement be memorialized in a written contract. Second, a contracting entity must pay the freelance worker within 30 days after the freelance worker has completed the services or delivered the product. Third, contracting entities are prohibited from engaging in any discriminatory, retaliatory, or harassing behavior toward contracted freelance workers.

Although Illinois is the first state to pass freelance worker protection laws, freelance worker protection is gaining steam nationwide with other states – such as New York (A6040/S5026), Kansas (HB2399), and Missouri (HB1331) – which have introduced similar freelance worker protection bills in the last year. Likewise, city-specific freelance worker protections have long-existed in Seattle, Columbus, Los Angeles, Minneapolis, and New York City.

The FWPA is scheduled to take effect beginning on July 1, 2024. The FWPA will apply only to contracts taking effect after the effective date of the Act. 

Illinois Becomes the First State to Enact Protections for Freelance Workers
| Littler Mendelson P.C.






[Wikipedia](#)

The Brag Board

ASG February Happenings

This past month ASG had the opportunity to:

-  Provide over 100 occupational safety and health workplace inspections for our clients across the construction and industrial workplaces
-  Provide HAZWOPER 8-Hour Refresher Training to 29 employees
-  Provide task-specific and annual training support to customers throughout Illinois



*The first Friday in March is **National Employee Appreciation Day**. We at Allied Safety Group, LLC would like to take a moment to recognize, acknowledge, and celebrate our team members and their incredible efforts. Our team’s commitment to safety and excellence not only has a direct internal impact but is also reflected in their relationships with our clients. Their collective efforts are instrumental in our continued success and we are grateful to have such a fantastic team to celebrate!*



“Your Partner in Workplace Safety”



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