





ALLIED SAFETY NEWS

Above all we strive to control or eliminate known or potential safety and health hazards in the workplace.

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The Monthly Muster

Emergency Action Plans

Drafting an emergency action plan (EAP) is not enough to ensure the safety of your employees. When an evacuation is necessary, you will need responsible, trained individuals who can supervise and coordinate activities to ensure a safe and successful evacuation. An EAP will be useful only if its content is up to date and employees are sufficiently educated and trained before an actual evacuation. The following sections will help you successfully develop and implement your plan:

-  **Development of an emergency action plan**
-  **Authority**
-  **Employee training and plan review**
-  **Plan review, coordination, and update**




During development and implementation of your draft plan, think about all possible emergency situations and evaluate your workplace to see if it complies with OSHA's emergency standards. A great tool is the Emergency Action Plan Checklist, a simple "fill in the blank" system to help you write your own EAP! [osha checklist](#)

Development A very simple plan will suffice in offices, small retail shops, and small manufacturing settings where there are few or no hazardous materials or processes, and employees evacuate when alarms sound or when notified by public address systems. More complex plans are required in workplaces containing hazardous materials or workplaces where employees fight fires, perform rescue and medical tasks, or delay evacuation after alarms sound to shut down critical equipment. It is essential that the emergency action plan developed be site specific with respect to emergency conditions evaluated, evacuation policies and procedures, emergency reporting mechanisms, and alarm systems.

Authority It is common practice to select a responsible individual to lead and coordinate your emergency plan and evacuation. It is critical that employees know who the coordinator is and understand that this person has the authority to make decisions during emergencies. The coordinator should be responsible for assessing the situation to determine whether an emergency exists requiring activation of the emergency procedures, overseeing emergency procedures, notifying and coordinating with outside emergency services, and directing shutdown of utilities or plant operations if necessary.

Employee Training/Plan Review Before implementing the emergency action plan, the employer must designate and train enough people to assist in the safe and orderly emergency evacuation of employees. [29 CFR 1910.38(e)] Employers should review the plan with each employee when the initial plan is developed and when each employee is initially assigned to the job. [29 CFR 1910.38(f)(1)] Employers should review the plan with each employee when his/her actions or responsibilities under the plan change or when the plan changes. [29 CFR 1910.38(f)(2) and 29 CFR 1910.38(f)(3)] Effective plans often call for retraining employees annually and include drills in which employees can practice evacuating their workplace and gathering in the assembly area.

Plan Review/Coordination/Update Once you have completed your emergency action plan, review it carefully with your employees and post it in an area where all employees will have access to it. The employer must review with each employee upon initial assignment those parts of the EAP and fire prevention plan (FPP) that the employee must know to protect him or herself in the event of an emergency. The written plans must be available to the employees and kept at the workplace. For employers with 10 or fewer employees, the plans may be communicated orally. [29 CFR 1910.38(b) and 29 CFR 1910.39(b)] 





The People Post

Expanded Protections for Temporary Workers



When Governor Pritzker signed HB 2862 into law on August 4, 2023, he immediately amended the Illinois Day and Temporary Labor Services Act (DTLS) to give day and temporary workers in the state four significant new rights and protections.

Comparable Pay for Temporary Workers The amended DTLS requires temporary labor service agencies to pay temporary workers who are assigned to a third-party client for more than 90 days wages and benefits (or the cash value of such benefits) equal to the lowest-paid comparable direct-hire employee at the third-party client. To help temporary labor service agencies comply with this new equal pay mandate, if a temporary labor service agency requests, third-party clients must share with temporary labor service agencies “all necessary information related to job duties, pay, and benefits” of direct-hire employees. The DTLS treats a third-party client’s failure to comply with such a request as a notice violation for which damages and other penalties are available.

Advance Notice for Temporary Workers The amended DTLS requires temporary labor service agencies to provide temporary workers with advanced notice of (i) any ongoing strike, lockout, or “other labor trouble” at a third-party client to which the worker is assigned and (ii) the worker’s right to refuse the assignment without prejudice to receiving another assignment.

Safety Training for Temporary Workers The amended DTLS imposes new obligations on both temporary labor service agencies and third-party clients to disclose and train temporary workers regarding safety hazards at the worksite. Notably, if a temporary workers’ job duties or worksite changes during the assignment such that the worker is exposed to new safety hazards, then before the temporary worker’s assignment may be modified, the third-party client must notify the temporary labor service agency and the temporary worker of the new hazards and supply the temporary worker with any relevant specific safety training and personal protective equipment. Under the new amendments, a temporary labor service agency or temporary worker may refuse a new job task at the third-party client’s worksite if (i) the task has not been reviewed with the worker or (ii) the temporary worker lacks appropriate training for the task.



Expanded Penalties The amended DTLS expands the available penalties and establishes a new right of action for any broadly defined “interested party” to sue temporary labor service agencies and third-party clients, but only after exhausting their claims administratively with the IDOL. The DTLS amendments did not modify the definition of “day and temporary laborers.” As such, the DTLS continues to broadly apply to all temporary workers, except those providing services of a professional or clerical nature, who are contractually assigned to third-party clients through temporary labor service agencies. natlawreview.com

The Brag Board

ASG Team Updates



We are pleased to announce that Nick Guilfoyle, CSP, CHST will join the ABC Illinois Board of Directors; his three-year term will begin in January 2024. Nick's passion for workplace safety and health, continuous learning, and professional development inspires the rest of our ASG team!



==== This past month ASG had the opportunity to: =====

- Provide over 150 occupational health and safety inspections for our clients across the construction and manufacturing industries
- Provide Respiratory Protection and Abrasive Blasting training to our utility construction partners
- Assist our clients with third-party compliance needs in Avetta and ISNetwork systems
- Provide Site Safety Representation for multiple utility projects in Southern Illinois



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“Your Partner in Workplace Safety”

