

NOTICE TO EMPLOYEES

STANDARDS FOR PROTECTION AGAINST RADIATION RCSA Sec. 22a-153-20; NOTICES, INSTRUCTIONS
AND REPORTS TO WORKERS; INSPECTIONS RCSA Sec. 22a-153-19; EMPLOYEE PROTECTION

A current copy of this form can be
found here: [Radiation \(ct.gov\)](https://www.ct.gov/deep/radiation).



WHAT IS THE STATE OF CONNECTICUT DEPT. OF ENERGY AND ENVIRONMENTAL PROTECTION?

The State of Connecticut Department of Energy and Environmental Protection (DEEP) is a state regulatory agency responsible for licensing, registering and inspecting uses of sources of ionizing radiation including radioactive materials.

WHAT DOES DEEP DO?

DEEP's primary responsibility is to ensure that workers and the public are protected from unnecessary or excessive exposure to radiation and that facilities using sources of ionizing radiation including radioactive material, are constructed to high quality standards, and operated in a safe and secure manner. DEEP does this by establishing requirements in licenses and in registrations issued to users of sources of ionizing radiation including radioactive materials.

WHAT RESPONSIBILITY DOES MY EMPLOYER HAVE?

Any company that conducts activities licensed by DEEP must comply with DEEP's requirements. If a company violates DEEP's requirements, it can be fined or have its license or registration modified, suspended or revoked.

Your employer must tell you which DEEP's radiation requirements apply to your work and must post DEEP Notices of Violation involving radiological working conditions.

WHAT IS MY RESPONSIBILITY?

For your own protection and the protection of your co-workers, you should know how DEEP's requirements relate to your work and should follow them. If you observe violations of the requirements or have a safety concern, you should report them.

WHAT IF I CAUSE A VIOLATION?

If you engaged in deliberate misconduct that may cause a violation of DEEP's requirements, or would have caused a violation if it had not been detected, or deliberately provided inaccurate or incomplete information to either DEEP or to your employer, you may be subject to enforcement action. If you report such a violation, DEEP will consider the circumstances surrounding your reporting in determining the appropriate enforcement action, if any.

HOW DO I REPORT VIOLATIONS AND SAFETY CONCERNS?

If you believe that violations of DEEP's requirements or the terms of the license have occurred, or if you have a safety concern, you should report them immediately to your supervisor. You may report violations or safety concerns directly to DEEP. However, DEEP encourages you to raise your concerns with the licensee or registrant

since the licensee or registrant has the primary responsibility for, and is most able to ensure, safe operation of the facilities. If you choose to report your concern directly to DEEP, you may report it to a DEEP inspector or call or write to DEEP. If you send your concern in writing, it will assist DEEP in protecting your identity if you clearly indicate that you would like your concern to be considered by DEEP. The address for DEEP and the telephone numbers are also listed below. You can also e-mail safety concerns to DEEP.LRMReg@ct.gov.

WHAT IF I WORK WITH SOURCES OF IONIZING RADIATION OR RADIOACTIVE MATERIAL OR IN THE VICINITY OF A SOURCE OF IONIZING RADIATION OR RADIOACTIVE SOURCE?

If you work with radioactive material, the amount of radiation exposure that you are permitted to receive may be limited by DEEP's regulations. The limits on exposure for workers at DEEP licensed facilities whose duties involve exposure to radiation are contained in section RCSA Sec. 22a-153-20 for radioactive material. While these are the maximum allowable limits, your employer should also keep your radiation exposure as far below those limits as is "reasonably achievable."

MAY I GET A RECORD OF MY RADIATION EXPOSURE?

Yes. Your employer is required to make available to you the information in your dose records (as maintained under the provisions of RCSA Sec. 22a-153-20). In addition, your employer is required to provide you with an annual report of the dose you received in that monitoring year if the dose exceeds 100 millirem, or if you request an annual report.

HOW ARE VIOLATIONS OF DEEP REQUIREMENTS IDENTIFIED?

DEEP conducts regular inspections at licensed facilities to assure compliance with DEEP's requirements. In addition, your employer and site contractors may conduct their own inspections to assure compliance. All inspectors are protected by State law. Interference with them may result in criminal prosecution for a State offense.

MAY I TALK WITH A DEEP INSPECTOR?

Yes. DEEP inspectors want to talk to you if you are worried about radiation safety or have other safety concerns about licensed activities, such as the quality of construction or operations at your facility. Your employer may not prevent you from talking with an inspector. DEEP will make all reasonable efforts to protect your identity where appropriate and possible.

MAY I REQUEST AN INSPECTION?

Yes. If you believe that your employer has not corrected violations involving radiological working conditions, you may request an inspection. Your request should be addressed to DEEP and must describe the alleged violation in detail. It must be signed by you or your representative.

HOW DO I CONTACT DEEP?

Talk to a DEEP inspector on-site or call or write to DEEP. If you call DEEP's telephone number during normal business hours, your call will be directed to DEEP's radiation staff. If you call after normal business hours, or if your call can't be answered during normal business hours by the radiation staff, you can call DEEP's Dispatch, which is operational 24 hours a day. Calls to DEEP's Dispatch are recorded. You can also e-mail safety concerns to DEEP.LRMReg@ct.gov.

CAN I BE FIRED FOR RAISING A SAFETY CONCERN?

State law prohibits an employer from firing or otherwise discriminating against you for bringing safety concerns to the attention of your employer or DEEP. You may not be fired or discriminated against because you engage in certain protected activities, including but not limited to,

- asking DEEP to enforce its rules against your employer;
- refusing to engage in activities which violate DEEP's requirements;
- providing information or preparing to provide information to DEEP or your employer about violations of requirements or safety concerns; or
- asking for, or testifying, helping, or taking part in a DEEP, Congressional, or any Federal or State proceeding.

WHAT FORMS OF DISCRIMINATION ARE PROHIBITED?

It is unlawful for an employer to fire you or discriminate against you with respect to pay, benefits, or working conditions because you help DEEP or raise a safety issue or otherwise engage in protected activities. Violations of Section 211 of the Energy Reorganization Act (ERA) of 1974 (42 U.S.C. 5851) include actions such as harassment, blacklisting, and intimidation by employers of (i) employees who bring safety concerns directly to their employers or to DEEP; (ii) employees who have refused to engage in an unlawful practice, provided that the employee has identified the illegality to the employer; (iii) employees who have testified or are about to testify before Congress or in any Federal or State proceeding regarding any provision (or proposed provision) of the ERA or the Atomic Energy Act (AEA) of 1954; or (iv) employees who have commenced or caused to be commenced a proceeding for the administration or enforcement of any requirement imposed under the ERA or AEA or who have, or are about to, testify, assist, or participate in such a proceeding.

HOW DO I FILE A DISCRIMINATION COMPLAINT?

If you believe that you have been discriminated against for bringing violations or safety concerns to DEEP or your employer, you may file a complaint with DEEP, the U.S. Department of Labor (DOL), or appropriate state entities. If you desire a personal remedy, a complaint may be filed with the DOL pursuant to Section 211 of the ERA or with appropriate state entities. Your complaint must describe in detail the basis for your belief that the employer discriminated against you on the basis of your protected activity, and it must be filed in writing either in person or by mail within 180 days of the date of the alleged discriminatory action or the date you received any notice, in writing or otherwise, of an adverse personnel action, whichever occurred first.

Additional information is available at the DOL web site at www.osha.gov. Filing an allegation, complaint, or request for action with DEEP does not extend the requirement to file a complaint with the DOL within 180 days. To do so, you may contact DEEP, as listed below, who will provide you with the address and telephone number of the correct OSHA Regional office to receive your complaint. You may also check your local telephone directory for the address and telephone number of the appropriate OSHA Regional office.

WHAT CAN THE DEPARTMENT OF LABOR DO?

If your complaint involves a violation of Section 211 of the ERA by your employer, the DOL provides a process for obtaining a personal remedy. The DOL will notify your employer that a complaint has been filed and will investigate your complaint.

If the DOL finds that your employer has unlawfully discriminated against you, it may order that you be reinstated, receive back pay, or be compensated for any injury suffered as a result of the discrimination and be paid attorney's fees and costs.

Relief will not be awarded to employees who engage in deliberate violations of the Energy Reorganization Act or the Atomic Energy Act.

WHAT WILL DEEP DO?

DEEP will evaluate each allegation of harassment, intimidation, or discrimination to determine whether sufficient information is provided to initiate DEEP involvement. To assist in this evaluation, an investigator from DEEP may interview you and gather any applicable documentation in your possession. If DEEP determines that the allegation falls within its purview, DEEP will initiate an investigation of your allegation of discrimination unless, prior to the initiation of such investigation, you choose to engage in mediation with your employer in an attempt to settle your allegation of discrimination. If a settlement is reached and DEEP is provided such agreement for review and finds it acceptable, DEEP will close your allegation of discrimination and will not perform an investigation. However, any settlement agreement between you and your employer on your discrimination claim will not impact, in any way, the resolution of the underlying technical issues or any other allegation you may have filed or will file with DEEP. Alternatively, if an acceptable settlement is not reached, DEEP will initiate an investigation.

If DEEP or the DOL finds that unlawful discrimination has occurred, DEEP may issue a Notice of Violation to your employer, impose a fine, or suspend, modify, or revoke your employer's DEEP's license.

STATE OF CONNECTICUT DEPARTMENT OF ENERGY AND ENVIRONMENTAL PROTECTION OFFICE LOCATION

A representative of the Connecticut Department of Energy and Environmental Protection can be contacted by employees who wish to register complaints or concerns about radiological working conditions or other matters associated with DEEP-regulated activities at the following address and telephone number.



ADDRESS

Radioactive Materials Program
Radiation Division
Connecticut Department of Energy and Environmental Protection
79 Elm Street
Hartford, CT 06106

To report safety concerns or violations of DEEP's requirements by
your employer,
telephone:

Normal business hours
8:30 am to 4:30 pm
DEEP Radiation
1-860-424-3029
or email:
DEEP.LRMReg@ct.gov

After Hours
4:30 pm to 8:30 am
DEEP Dispatch
24 hour operation
1-860-424-3333
or email:
DEEP.LRMReg@ct.gov

To report incidents or an emergency
involving radioactive material,
telephone:

DEEP Dispatch
24 hour operation
1-860-424-3333