



NOTICE TO EMPLOYEES

STANDARDS FOR PROTECTION AGAINST RADIATION; NOTICES, INSTRUCTIONS AND REPORTS TO WORKERS; INSPECTIONS; EMPLOYEE PROTECTION

The Minnesota Department of Health (MDH) has promulgated the Radiation Machines and Radioactive Materials Rules to set standards for your protection against radiation hazards and has established procedures for you, the employee, to report any suspected items of noncompliance in a Minnesota licensed or registered facility.

WHAT RESPONSIBILITY DOES MY EMPLOYER HAVE?

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

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

WHAT IS MY RESPONSIBILITY?

For your own protection and the protection of your co-workers, you should know how the MDH requirements relate to your work and should obey 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 are engaged in deliberate misconduct that may cause a violation of the MDH requirements, or would have caused a violation if it had not been detected, or deliberately provided inaccurate or incomplete information either to the MDH or to your employer, you may be subject to enforcement action. If you report such a violation, the MDH 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 MDH rules or the terms of the registration or 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 the MDH. However, MDH encourages you to raise your concerns with the licensee or registrant because they have primary responsibility and are most able to ensure safe operation of regulated facilities. If you choose to report your concern directly to the MDH, you may report concerns to an MDH inspector, call, or write the MDH at the address indicated below. If you send your concern in writing, it will assist the MDH in protecting your identity if you clearly state that you have a safety concern or that you are submitting an allegation.

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

If you work with radioactive materials or near a source of ionizing radiation, the amount of radiation exposure that you are permitted to receive is limited by MDH rules. The limits on your exposure are contained in Minnesota Rules, Chapter 4731. While these are the maximum allowable limits, your employer should also keep your radiation exposure "as low as reasonably achievable" (ALARA).

MAY I GET A RECORD OF MY RADIATION EXPOSURE?

Yes. Your employer is required to inform you of your dose annually if you are exposed to radiation for which monitoring was required by the MDH. In addition, you may request a written report of your exposure when you leave your job.

HOW ARE VIOLATIONS OF MDH REQUIREMENTS IDENTIFIED?

The MDH conducts regular inspections at licensed and registered facilities to assure compliance with MDH requirements. In

addition, your employer is required to conduct audits to assure compliance.

CAN I BE PENALIZED FOR RAISING A SAFETY CONCERN?

Minnesota Statutes, Chapter 181.932 states that an employer shall not discharge, discipline, threaten, otherwise discriminate against, or penalize an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment because: (a) the employee, or a person acting on behalf of an employee, in good faith, reports a violation or suspected violation of any federal or state law or rule adopted pursuant to law to an employer or to any governmental body or law enforcement official; (b) the employee is requested by a public body or office to participate in an investigation, hearing, inquiry; (c) the employee refuses an employer's order to perform an action that the employee has an objective basis in fact to believe violates any state or federal law or rule or regulation adopted pursuant to law, and the employee informs the employer that the order is being refused for that reason.

MAY I TALK WITH AN MDH INSPECTOR?

Yes. The MDH inspectors want to talk to you if you are worried about radiation safety or have other safety concerns about regulated activities, such as the quality of construction or operations at your facility. Your employer may not prevent you from talking with an inspector. The MDH 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 the MDH and must describe the alleged violation in detail. You or your representative must sign it.

If you wish to contact the person responsible for radiation safety at your place of employment, you should contact:

If you wish to contact the Minnesota Department of Health, you may call or write:

**RADIATION CONTROL
MINNESOTA DEPARTMENT OF HEALTH
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