



# NOTICE TO EMPLOYEES

Standards for Protection Against Radiation; Notices;  
Instructions and Reports to Workers; Inspections

## EMPLOYEE'S RESPONSIBILITY AS A WORKER:

Familiarize yourself with the provisions of the radiation protection regulations and operating procedures that apply to the work in which you are engaged. Observe those provisions for your own protection, the protection of your co-workers and others. If you observe conditions which may lead to violations or have a safety concern, promptly report them to your supervisor.

## WHAT IS COVERED BY THESE REGULATIONS?

1. Limits on exposure to radiation and radioactive materials in restricted and unrestricted areas;
2. Measures to be taken after accident exposure;
3. Personnel monitoring, surveys, and equipment;
4. Caution signs, labels and safety interlock equipment; and
5. Exposure records and reports.

## YOUR EMPLOYER'S RESPONSIBILITY:

1. Comply with the requirements of North Carolina Regulations for Protection Against Radiation 10A NCAC 15 pertaining to work involving sources of radiation; departmental orders and registration or licensing conditions;
2. Post or otherwise make available to you a copy of the North Carolina Regulations for Protection Against Radiation 10A NCAC 15, certificates, registrations or licenses and the operating procedures that apply to the work you perform, and explain those provisions to you;
3. Post Notices of Violation involving radiological working conditions and orders.
4. Provide adequate radiation safety training to you, including the use of radiation producing devices or radioactive materials you may be expected to use.
5. Keep your radiation exposure as far below the maximum allowable limits as is "reasonably achievable."
6. Provide you with information on your exposure to radiation.

## REPORTS ON YOUR RADIATION EXPOSURE HISTORY

Your employer is required to maintain records of your exposure to radiation as required by 10 CFR 20.2106. Your employer is required to provide you with written notification or a report of your exposure history under 10 CFR 19.13 if:

1. Your dose exceeds 100 millirem TEDE or 100 millirem to any organ or tissue over the monitoring year, or if you request your annual dose.
2. You receive an exposure in excess of the annual dose limits. Your employer is required by 10 CFR 20.2205 to give you this report within 30 days of the discovery of the exposure exceeding the dose limits. The exposure limits for occupational workers are found in 10 CFR 20.1201.
3. You are no longer employed by the licensee, and you request your exposure history from your former employer. 10 CFR 19.13(e) requires your former employer to provide you with this report within 30 days of your request, or 30 days after your dose is determined, whichever is later.

## POSTING REQUIREMENT

Copies of this notice must be posted in a sufficient number of places in every establishment where employees perform activities regulated by NC Radiation Protection; to permit employees working in or frequenting any portion of a restricted or controlled area to observe a copy on their way to or from their place of employment.

## INSPECTIONS

All licensed or registered activities are subject to inspections by representatives of the NC Department of Health and Human Services. During inspections, agency inspectors may confer privately with workers; and workers may bring to the attention of the inspectors any past or present condition which they believe contributed to or caused any violation as described above. The employer must not prevent you from talking with an inspector. If you believe your employer has not corrected violations involving radiological working conditions, you may request an inspection. The request must specify exactly what is wrong and must be signed by the worker or worker representative. The agency will make all reasonable efforts to protect your identity where appropriate and possible.

## REPORTING SAFETY CONCERNS

Inquiries dealing with the matters outlined above are to be made to the Radiation Protection Section. Agency representatives may be reached during normal weekday work hours (8 a.m. - 5 p.m.) **by phone at (919) 814-2250 or by mail to: Section Chief, NC Radiation Protection, 5505 Creedmoor Road, Suite 100, 1645 Mail Service Center, Raleigh, NC 27699-1600.**

### **RADIOACTIVE MATERIALS BRANCH INCIDENT 24 HOUR EMERGENCY LINE:**

**(919) 602-7151.**

**After normal hours, calls may be directed to the  
NC Emergency Management Operation Center at**

**(800) 858-0368.**

## EMPLOYMENT DISCRIMINATION

The North Carolina Employment Discrimination Bureau (EDB) enforces the Retaliatory Employment Discrimination Act (REDA). Employees who have questions about the application of REDA or employees who believe they have been discriminated or retaliated against, should contact the EDB information officer. They will advise you of the proper procedures to file a complaint. You may contact them by sending mail to N.C. Department of Labor, Employment Discrimination Bureau, 1101 Mail Service Center, Raleigh, NC 27699-1101 or by fax at (919) 807-2824 or by phone at (800) 625-2267 or fax (919) 807-2856. That website is <http://www.nclabor.com>.