

You Have a Right to a Safe and Healthful Workplace

IT'S THE LAW!

- You have the right to notify your employer or the local Department of Energy (DOE) office about workplace hazards, without reprisal. You may ask that your name not be used.
- You have the right to participate in the activities referenced in 10 CFR 851 "Worker Safety and Health Program," on official time.
- You have the right to access copies of DOE worker protection publications; the worker safety and health program for your workplace; and the standards, controls, and procedures that apply to your workplace.
- You have the right to have access to some accident and illness recordkeeping logs and the information in records of any workplace illness or injury that you experienced.
- You have the right to observe monitoring or measuring of hazardous agents, to receive the results of your own monitoring, and be notified when monitoring results indicate an overexposure.
- You have the right to have a representative accompany the DOE's Director for Enforcement or the Director's authorized personnel during the inspection of your workplace.
- You have the right to request and receive results of inspections and accident investigations.
- You have the right to decline to perform an assigned task because of your reasonable belief that, under the circumstances, the task poses an imminent risk of death or serious physical harm to you, coupled with your reasonable belief that there is insufficient time to seek effective redress through the normal hazard reporting and abatement procedures. (Stop Work Authority)



Title 10 CFR 851 requires DOE contractors to provide their workers with a safe and healthful workplace. To obtain more information about those requirements and your rights; seek advice or assistance; or to report a safety concern, contact your supervisor, the PORTS EH&S Department at ext. 3006, the DOE OFFICE of Health, Safety, and Security (<http://www.hss.energy.gov>). Additional concerns may be addressed to Susan Sparks of the Lexington, Kentucky office 1 (859) 219-401 Susan.Sparks@lex.doe.gov DOE Employee Concerns Hotline (513) 246-0025





Job Safety and Health



It's the law!

EMPLOYEES:

Must have access to:

- DOE safety and health publications;
- The worker safety and health program for their location;
- This safety and health poster;
- Copies of their medical records and records of their exposures to toxic and harmful substances or conditions; and
- Results of inspections and accident investigations.



Must be able to:

- Express concerns related to worker safety and health;
- Decline to perform an assigned task because of a belief that the task poses an imminent risk of death or serious physical harm;
- Stop work in imminently dangerous conditions; and
- Anonymously request an investigation.



EMPLOYERS must:

- Establish a written Worker Safety and Health Program;
- Use qualified worker safety and health staff;
- Provide mechanisms to involve workers and their elected representatives in developing the safety and health program;
- Establish procedures for workers to report without reprisal job-related hazards and for prompt response to such reports;
- Provide for regular communication with workers about workplace safety and health matters; and
- Display this poster in the workplace where it is accessible to all workers.



10 CFR 851, Worker Safety and Health Program is available at:

www.hss.doe.gov/healthsafety/wshp/rule851/851final.html



How to Request an Investigation:

Employees have the right to request, anonymously if desired, that the Director of DOE's Office of Enforcement and Oversight conduct an investigation of potential regulatory violations.

Employees can make the request at:

<http://www.hss.doe.gov/enforce/riforms/options.asp>.



DOE encourages employees to use local employee concerns processes before requesting an enforcement investigation.

Local employee concerns processes:

Susan Sparks – DOE PPPO Employee Concerns Program

(859) 219-4016

susan.sparks@lex.doe.gov