
Worker Rights & Responsibilities

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ENVIRONMENT, HEALTH

ERNEST ORLANDO LAWRENCE BERKELEY NATIONAL LABORATORY



Worker Rights & Responsibilities are Communicated.

- Listed in PUB-3000 Section 1.3.3
- Based on 10 CFR 851
- Tailored for LBNL contacts
- Posted lab-wide with Employment Notices
- Included in New Staff Orientation (EHS 10)
- Included in “Safety at LBNL” pamphlet

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.
- ✓ Your employer must post this notice in your workplace.



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 LBNL EHS Division Office at ext. 5514, the DOE Berkeley Site Office at ext. 4373, or the DOE Office of Health, Safety and Security (<http://www.hss.energy.gov>). Additional inquiries or concerns may be addressed to the Employee Concerns Manager at the DOE Berkeley Site Office, Berkeley, CA 94720.



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SAFETY DIVISION

Workers should be aware of these rights.

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Employees should know who to contact.

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- Supervisor/Work Lead
- LBNL EH&S Division Office
- LBNL Employee Concerns Manager
- BSO Site Office
- DOE Hotline



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&
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“You Need to Know” provides this information.



ENVIRONMENT, HEALTH & SAFETY DIVISION

SAFETY AT LBNL



ISM: INTEGRATED SAFETY MANAGEMENT

LBNL, the University of California, and the Department of Energy (DOE) are committed to having all work performed safely and in a manner that strives for the highest degree of protection for employees, participating guests, visitors, subcontractors, the public, and the environment. In addition, LBNL seeks continuous improvement and sustained excellence in the quality of all safety (environment, health, and safety) efforts.

LBNL has adopted an Integrated Safety Management (ISM) system.

YOUR RIGHTS

You have the right to work in an environment free from recognized hazards likely to cause death or serious injury.

- LBNL is obligated to notify you of exposure to harmful substances above legal limits.
- You will be given the opportunity to observe monitoring for hazardous substances.
- You have the right to access to your exposure records.
- You have the right to refuse to work in conditions that could cause death or serious physical harm.

You have the right to file confidential health and safety complaints with the local DOE office. They may be addressed to the Employee Concerns Manager at the DOE Berkeley Site Office (ext. 4773). Concerns may also be submitted by calling the Berkeley Lab Employee Hotline at (800) 403-4744.

THE GUIDING PRINCIPLES OF ISM ARE:

- 1) Line management responsibility for safety
- 2) Clear roles and responsibilities
- 3) Competence commensurate with responsibilities
- 4) Balanced priorities
- 5) Identification of safety standards and requirements
- 6) Hazard and environmental controls tailored to the work being performed
- 7) Operations authorization

THE CORE FUNCTIONS FOR ISM ARE:

- Define the scope of work
- Analyze the hazards
- Develop and implement hazard controls
- Perform work within controls
- Provide feedback, for continuous improvement

Exercise the ISM process whenever you plan or do work!

YOUR RESPONSIBILITIES

It is your responsibility to work safely and to prevent harm to other workers, the general public, and the environment.

- You must perform all work in accordance with the Guiding Principles and the Core Functions.
- You need to know and observe all regulatory and LBNL safety standards applicable to your work. They are found in the **LBNL Health & Safety Manual, PUB-3000**, and will be explained during your various job training sessions.

- You are required to use appropriate personal protective equipment and wear personal clothing appropriate to the safety requirements of your work.
- You must promptly report any potentially harmful safety conditions that may lead to a violation of safety standards to your Supervisor, Work Lead, or to the Environment, Health and Safety (EH&S) Division (ext. 5514).
- You need to read and understand the **LBNL Environment, Health, and Safety Work Agreement**, sign it, and bring it to your starting appointment.
- You have the obligation to stop work if an imminent danger (a possibility of death or serious physical harm) exists for you or other workers.
- Contractors and visitors must provide copies to the Laboratory of reports for all OSHA-recordable injury and illness cases occurring on site. Laboratory employees and contract workers must report all injuries and cases of occupational illness cases to Health Services (ext. 6266).

If your employer is engaged in construction or provides routine services to the Laboratory, your employer will have provided a Safety Plan, a Safety Checklist, or an Injury/Illness Prevention Plan to the Laboratory. Your access to the Laboratory is contingent on your compliance with all provisions of such plans and checklists.

JOB HAZARD ANALYSIS

A Job Hazard Analysis (JHA) will be completed by you with your Supervisor or Work Lead within 30 days of your initial appointment to a new job at LBNL. The JHA will identify the work hazards, controls and training required for your work. Every worker must have a current Individual Baseline JHA, authorizing regular and routine work that he or she performs. This JHA will be reviewed and updated at least annually, and if your job changes significantly.

“How will I know that I’m doing my job safely?”

Note: BSO Employee Concerns phone extension should be 4373

