

RADIATION SAFETY DISCIPLINARY POLICY

MTS Industrial Testing places the utmost importance in your safety and the safety of others. Special disciplinary procedures are in place for safety violations, especially with regard to the handling of radioactive materials.

Minor infractions are those that do not pose a danger to self or others, but do hinder safe operations. Examples of minor infractions would be: failure to complete survey reports and daily transportation logs, and failure to reset your dosimeter. These are considered minor infractions; however, they are in place for a reason & employees violating these policies will be subject to disciplinary action.

1st offense of a minor infraction will result in a verbal warning.

2nd offense of a minor infraction will result in a written warning and 4 hours of safety training. This additional safety training will be required before an employee can report for work. It will be administered by the RSO or designee.

3rd offense will result in termination.

Employees are encouraged to report minor infractions or other safety concerns to the Radiation Safety Officer, Ray Sierra. Reporting minor incidents and concerns will help eliminate safety hazards and prevent dangerous infractions from occurring. Employees reporting safety infractions or concerns will not be discriminated against for doing so.

Major infractions are those that may pose a danger to self or others. Examples of major infractions are: failure to secure the source, failure to activate the mobile darkroom alarm, failure to wear your dosimeter, failure to report equipment that is not functioning properly and poses immediate threat to self or others as a result of the malfunction. These infractions are considered severe and disciplinary action will be taken accordingly. When determining what disciplinary action should be taken, whether or not the action was deliberate will be taken into account. Deliberately failing to follow regulations will result in more severe disciplinary action.

1st offense of a major infraction will result in a written warning and investigation into the cause of the major infraction. If the infraction is determined to be deliberate, immediate termination may result, depending upon the severity of the infraction.

2nd offense of a major infraction will result in a two week, unpaid suspension. The employee will be required to complete an 8 hour safety training course and to successfully pass a safety examination prior to returning to work. The infraction will be investigated in order to determine if the infraction was a result of willful failure to follow regulations. If it is determined to be deliberate, termination will result.

3rd offense of a major infraction will result in immediate termination, regardless of willfulness.

Please keep in mind that YOU are responsible for ensuring that we are all working in a safe environment. It is up to you to take responsibility for the safety of yourself and your co-workers, as well as for the security of the radioactive material. It is up to you to report any areas of concern to the RSO so that they may be resolved quickly. MTS Industrial Testing thanks you for your commitment to safety and for your conscientiousness in this area.