

From the Commissioner

I recently received a request from the managing editor of the *North State Journal* asking me to share a story about my first job with their readers. The journal is doing a series on some of North Carolina's leaders and accounts of their first jobs, which will be published each Wednesday in April and May. I was flattered that they wanted me to be the first story they covered and thought I'd share the article with all of you in case you'd like to learn about my first job experience and how that experience may have influenced my future career. I'm sure you all have a similar story to tell. The article is included on page 3 courtesy of the North State Journal.

It's hard to believe that spring has sprung before we have officially wrapped up the first quarter of 2017. I am looking forward to traveling to the various safety award banquets in April and enjoying the beautiful sights and sounds that the spring season brings.

There are seven banquets scheduled in April that will take me to Roxboro, Shelby, Greensboro, Greenville, Wilson, Asheboro and Charlotte. The banquets are a big time commitment between late March and the end of June, but it has become a tradition that I look forward to each and every year.

The banquets give me the opportunity to engage with employers and employees throughout North Carolina and personally thank them for helping the Department of Labor achieve its mission of making our state the safest in which to work.

As one of the smallest agencies in state government, we need their help. With more than 270,000 businesses and 4 million plus workers statewide, it would be impossible for us to work individually with each employer to improve their safety and health programs.

The various recognition programs provide incentives and tools that engage everyone from management to the frontline workers. All of the NCDOL recognition and education programs are so incredibly important to our state and why I promote them on my travels.

There is no doubt that the increased popularity of these programs has helped save numerous lives and countless limbs in workplaces throughout North Carolina. And while we will never know the exact number of lives and limbs spared as a result of increased workplace safety and health awareness, we can all take a little pride in this very important accomplishment.

Keep up the great work!



Employee News

- Congratulations to Cory Dunphy and John Jaskolska, ETTA, on receiving their 501 Federal, Authorized Trainer qualification March 23.
- Congratulations to Jermaine Dennis, West Compliance, on receiving the Construction MESH certification.
- Congratulations to Kevin O'Barr, Consultative Services, on obtaining his Certified Safety Professional designation March 16 after successfully passing the Board of Certified Safety Professionals examination.
- Congratulations to Peggy Reme, West Compliance, on receiving the Public Sector MESH certification.

New Hires

- Jill Cramer, general counsel, Legal Affairs, Raleigh

- Michael Hayhurst, technology support analyst, Information Technology, Raleigh
- Ebony Smith, accounting tech II, Budget, Raleigh
- Michael Greer, safety compliance officer, OSH West, Asheville
- Taisha Coppadge, safety compliance officer, OSH West, Charlotte
- Morgan Brown, health compliance officer, OSH East, Raleigh
- Thomas Norwood, business & technology applications analyst, Information Technology, Raleigh

Job Changes

- Fleda Anderson from industrial hygiene supervisor, OSH East, to eastern district supervisor, Consultative Services, Raleigh

Separations

- Dorca Araujo, accounting tech II, Budget, Raleigh
- Jose Iduate, safety compliance officer, OSH East, Wilmington
- Michael Barnhardt, elevator inspector, Elevator, Mecklenburg County

Lunch and Labor with Cherie Berry

Remember to listen to “Lunch and Labor with Cherie Berry” the first Tuesday of each month on WSHA 88.9 FM (www.shawu.edu/wsha/Listen_Live/Listen_Live.aspx). Scott Mabry, OSH Division assistant deputy commissioner, will be Commissioner Berry’s next guest, Tuesday, April 4.

Commissioner Cherie Berry along with guest, Eursula Joyner, safety awards coordinator, and Nicole Gye’Nyame, WSHA host, prepare for their noon show.



Upcoming Birthdays

4-1 Allen Moore	4-13 Tom Rabold	4-27 Chuck Murdock
4-2 Marcia Page	4-14 Edward Lewis	4-27 Elizabeth Cruz
4-3 Andrew Gunto	4-17 Robert Jacobson	4-28 Leaton Jones
4-4 Jeff Mitchell	4-20 Wesley Tart	4-28 Mary Katherine Pegram
4-6 Bart Evans	4-22 Sandra Allen	4-29 Jill Warren
4-9 Irvin Byrd	4-23 Calvin Johnson	4-29 Crystal Stallings
4-9 Sam Kirkman	4-24 Anita Henderson	4-30 Hoyle Hoffman
4-9 Mark Rasdall	4-26 Jerrick Valerio	

Sensible Savings Sessions are Back!

NCFlex has partnered with the State Employees Credit Union and the North Carolina Total Retirement Plans to provide valuable information to state employees.

Topics Include:

- NCFlex State Insurance Plans
- Estate planning and financial wellness services from SECU
- 401(k) and 457b information from NC Total Retirement Plans/Prudential representative
- Retirement options from NC Total Retirement Plans

Please visit the Office of State Human Resources' website to register: <https://oshr.nc.gov/state-employee-resources/benefits/ncflex/sensible-savings-sessions>

Work time may be used to attend a session, but you must get your supervisor's approval prior to registering.

My First Job

BY EAMON QUEENEY, COURTESY OF THE NORTH STATE JOURNAL

I have fond memories of my first job, (cleaning cones), which was in the early '60s in Maiden, N.C. I was in high school at the time and needed extra spending money for gas or so I could go shoot pool or go to the movies with my friends.

My dad believed we should work and arranged for Carolina Mills to deliver cardboard cones, used to wind yarn, to a shed he built in the backyard. They wanted to recycle the cones. Working with my family, we removed the identifying stamp inside the cone, cleaned the lint off of them and sorted them by color. The cones would come 1,000 in a box, and we would get a penny for every cone, so we received \$10 per box. Back then, gas was 30 cents per gallon and a hamburger was 15 cents. That \$10 could buy you a lot of stuff!

My mother and grandmother cleaned cones for extra spending money and Saturday night poker with friends, and it helped my brother Billy pay his way through Appalachian State. My goal was to take a trip to a store in Charlotte called Montaldo's to buy a pair of Weejun loafers. I was proud of

those shoes; I wore them out and eventually made sandals out of them. It was hot, hard work in that shed, but it was a lot of fun. We would crank up the radio and clean the cones to the rhythm of the songs. My mother and grandmother loved listening to Elvis and I enjoyed working alongside my family.

Youth employment has changed significantly since I cleaned cones, but at its core, it is still very important to the economy of our state. It instills a work ethic and drive in you and helps young people realize that if they want something, they have to go work for it. It instilled in me the entrepreneurial spirit, which led me to run my own business, and I will never forget how important that was in launching my career.



Commissioner Cherie Berry poses for a photograph at the North State Journal offices in Raleigh, Thursday, Sept. 1, 2016.

ASME B30 Regulatory Authority Council

Kevin Beauregard has appointed Jesse Mendoza, OSH safety standards officer, to serve a five-year term on the national Regulatory Authority Council for ASME B30 Crane Safety Standards. Beauregard explained, "I was recently extended an invitation to make this appointment and OSH is appreciative of having the opportunity to participate in reviewing and revising these national consensus standards for crane safety." Other members include representatives from the federal Department of Labor, New York City Department of Buildings, Michigan OSHA, Minnesota Department of Labor and Industry, Kentucky OSH, California OSH and the City of Chicago.

COOP Exercise 2017

BY ANDY STERLEN, ETTA

With the ever changing threat to the environment, including terrorist attacks, natural disasters and technological emergencies, the N.C. Department of Labor has reinforced the need for effective Continuity of Operations Plan strategies that will enable the department to continue its mission-essential functions and serve the people of the state.

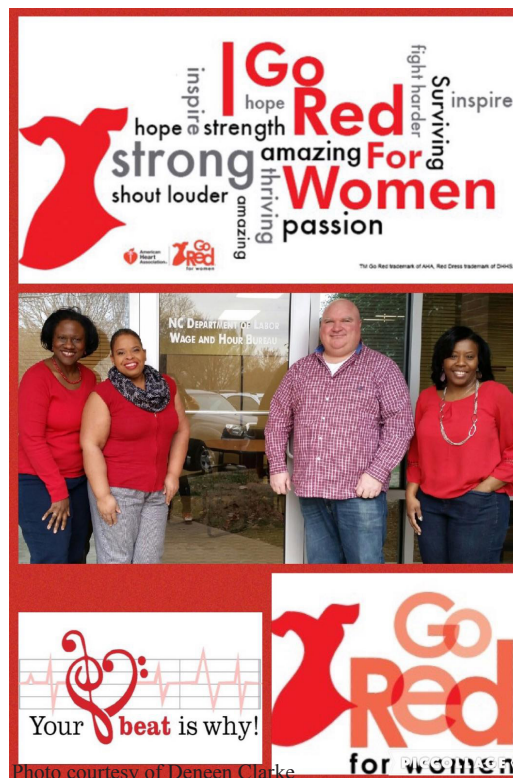
In the event of an emergency, employees will look to leadership for assurance that all necessary measures have been taken to ensure their security and the normal operations of the department. Therefore, the COOP plan is a key component of our emergency preparedness. It outlines the functions that leadership has identified as mission-critical and provides a framework for reestablishing those functions in times of crisis. The COOP implementation leadership consists of the commissioner, chief of staff, deputy and assistant deputy commissioners, as well as directors, bureau chiefs and administrators.

The training focused on the COOP itself and its implementation. Since the COOP is a living document it is modified annually to address new threats. The appendices outline the proper response according to the threat that is posed at the time. As leadership changes, so do the roles they must fulfill when the COOP comes into play.

First we outlined the different NCDOL locations across the state and what we would do in the event one of them was severely damaged or destroyed. We addressed the focus of the plan and delegation of authority within it. As part of this exercise, we looked at each individual leader's role as well as the order of succession. In the event a member of leadership is hurt or killed, they may need to be replaced quickly and their role in the COOP will have to be addressed. For this reason alone, it is very important to have this document in place, so we have a plan of action in a time of crisis when typically the situation is evolving so fast, it is hard to focus on your own duties, let alone picking up duties of an incapacitated team member.

We concluded by addressing Information Technology backup systems and addressing those with special needs in any of our facilities. Team members were reminded that the COOP was accessible through the One Stop Shop in the OSH Homeland Security Document section. Commissioner Berry suggested that it might be beneficial for each member to have a written copy for review for future use. This was an excellent suggestion as the One Stop Shop will most likely be inoperable in the event of a disaster. My thanks to all that attended.

The NCDOL Wage and Hour Bureau, western district, show off their red in support of #GoRedWearRed, which is supporting and raising awareness for women's heart health. (L-R): Lori Burns, Deneen Clarke, Michael Conway and LaKisha Cameron.



Health Plan Benefits and Medicare Sessions are Back!

Beginning this month, the State Health Plan will again be offering the “Navigating Your State Health Plan Benefits and Medicare” outreach meetings statewide. These free sessions will explain important information regarding State Health Plan coverage options as they relate to Medicare.

These sessions are designed for retirees who will turn 65 within the next two years, active employees who will soon be 65 or who are already 65 or older.

These meetings will run through July. Members can register for the onsite events here. In addition, registration is available for seven webinars on the same topic from April through August. Go to the State Health Plan website to register.

You may use work time to attend a meeting, but you must get your supervisor’s approval before registering.

Silent Auction Fundraiser Coming Soon

The Employee Recognition Banquet Planning Committee is planning a silent auction as the fundraising event for the month of April. Be on the look out for details coming soon.

What’s New @ Your Library

By NICK VINCELLI, LIBRARIAN

New Print Titles

- *Belt Manlifts* (ASME A90.1-2015). ASME, 2015.
- *Governing* (Feb. 2017). e.Republic Inc., 2017. Donated by Research and Policy.
- *Individual Development Account Program Design Handbook*. Corporation for Enterprise Development, 1999. Donated by Research and Policy.
- *Lever Hoists* (ASME B30.21-2014). ASME, 2014.
- *Material Hoists* (ANSI/ASSE A10.5—2013). ASSE, 2013.
- *Methods for Pressure Testing* (CGA C-1—2016). CGA, 2016.
- *National Board Bulletin* (Winter 2017). NBIB, 2017.
- *Oxygen* (CGA G-4—2015). CGA, 2015.
- *Personnel Lifting Systems* (ASME B30.23-2016). ASME, 2016.

New DVDs

- *Accident Investigation* (DVD 776e—English). Aurora Pictures; 13 mins.; 2016.
- *Fall Protection Update* (DVD 779e—English). Marcom; 11 mins.; 2016.

Online FYIs

- *Construction Fatality Digest*
<http://cirpc.bus.utk.edu/Digest.asp>

- *NIH News in Health* (March 2017)
<https://nnlm.gov/sea/newsletter/2017/03/march-nih-news-in-health-now-available/>
- *NIOSH Research Rounds* (March 2017)
<https://content.govdelivery.com/accounts/USCDC/bulletins/18d9fb7>
- *NIOSH Sound Level Meter App*
<https://www.cdc.gov/niosh/topics/noise/app.html>
- *National Safety Stand Down*
<https://www.osha.gov/StopFallsStandDown/index.html>
- *Tornado Preparedness and Response*
<https://www.osha.gov/dts/weather/tornado/index.html>