

LABOR N.C.

For all NCDOL Employees
April 2018

From the Commissioner

The start of spring brings with it the National Safety Stand-Down, which is scheduled for the week of May 7-11. NCDOL is once again partnering with OSHA on this important initiative to help raise awareness about fall hazards and how to prevent them.

ETTA will provide free webinars on fall protection throughout the month of May to further educate construction workers on some of the common hazards associated with falls. In addition, construction companies are being encouraged to have toolbox talks with workers and to share their stand-down story on social media. As long as fatalities attributable to falls continue to cause the most work-related deaths in the construction industry, we will continue to do all that we can to help prevent them from happening.

The 2018 safety awards banquet season began, as it usually does, in Lincolnton. I was glad to be there to present the many awards and to visit with so many familiar faces. Between now and the end of June, there are 29 more banquets on my calendar. I look forward to attending each one to help present these well-deserved awards to employers and employees all across the state. You may view the entire banquet schedule on page 6.

The NCDOL 2017 Annual Report will be available on our website April 10. This is a great compilation of the work our many bureaus and divisions perform throughout the course of the year. The annual report becomes my bible as I travel across the state talking about the great work that we do.

I encourage all of you to take some time to read the 2107 Annual Report, especially our new employees who may be new to the various programs we administer and support. As public servants we should all have a basic understanding of the scope of the work that we perform individually and collectively as an agency, so we can help assist the public or point them to the correct place when needed.

One final note before closing, I hope each of you will participate in the 2018 Silent Auction that will kick off April 18 and close at 2 p.m. April 27. The silent auction is sponsored by the Employee Recognition Banquet Planning Committee and is a fundraiser to help reduce the cost of lunch per person at the annual Employee Recognition Banquet. Old items around the house that you no longer use, make the perfect contribution. Maybe you have a piece of artwork, furniture or jewelry that you no longer need or want. Or if you like to bake, sweets are always popular items that generate bidding wars. For additional ideas and details, please see the flyer on page 5 or contact Carter Grimes and she will be happy to assist you.



Employee News

- Our condolences to the friends and family of George Maddrey, who died March 14. George was a former employee with the OSH Division. View his obituary.
- Our condolences to the friends and family of Andrew Small, who died March 4. Andrew was a former employee with the OSH Division, 1978-1986 and 1998-2004.
- Our condolences to Deena Dickinson, OSH West, on the death of her father, Parnell Sparks.
- Congratulations to Paul Martin, Boiler, on completing the Repair Inspector Course at the National Board and passing the examination.

- Congratulations to the following OSH Division employees who were appointed to serve as officers on the Carolinas Section of AIHA: Lee McKinney, industrial hygiene consultant, vice president; Jill Warren, health compliance officer, secretary; Leaton Jones, health compliance officer, N.C. director. www.aiha-carolinas.org/officers.html

New Hires

- Sridhar Babu, safety compliance officer I, OSH East, Raleigh
- Matthew Gruber, health compliance officer I, OSH West, Asheville
- Taneka Sanders, administrative statistical asst. V, Research and Policy, Raleigh
- Dion Elliott, department purchasing agent II, Budget, Raleigh

Promotions

- Kristi Bryson, health compliance officer II, OSH East, Raleigh
- Michelle Schmitt, processing asst. V, Publications, Raleigh
- Brian Scott, business and tech applications analyst, Information Technology, Raleigh

Separations

- Michael Conway, investigator, Wage and Hour, Charlotte
- Carra Herring, safety compliance officer, OSH East, Raleigh
- Jason Tyson, public information officer, Communications, Raleigh
- Stephen Flannigan, health compliance officer I, OSH West, Winston-Salem
- Kimberly Bostic, industrial hygiene consultant, ETTA, Raleigh
- Trena Smith, processing asst. V, ASH, Raleigh



Commissioner Berry presents Jason Tyson, Communications, with a certificate of appreciation for his time at NCDOL.

Upcoming Birthdays

4-2 Marcia Page	4-17 Rob Jacobson	4-26 Jerrick Valerio
4-3 Andrew Gunto	4-20 Wesley Tart	4-27 Chuck Murdock
4-4 Jeffrey Mitchell	4-20 Matthew Gruber	4-28 Leaton Jones
4-6 Bart Evans	4-22 Sandra Allen	4-28 Mary Katherine Revels
4-9 Blair Byrd	4-23 Dean Johnson	4-29 Jill Warren
4-9 Sam Kirkman	4-24 Anita Henderson	4-29 Crystal Stallings
4-9 Mark Rasdall	4-24 Larry Watts	4-29 Merville Forrester

State Employees Combined Campaign

By JOHN LUCKADO, NCDOL SECC DEPARTMENT EXECUTIVE



I had the privilege of attending the SECC Statewide Recognition Luncheon on March 9, 2018, at the N.C. Rural Center in Raleigh.

Many thanks to all of you who contributed to last year's State Employees Combined Campaign!

In 2017, SECC volunteers raised \$3.7 million in pledges and gifts. Also, the generosity of Department of Labor employees and retirees resulted in total contributions of \$8,196. Your continued support of the SECC helps to ensure North Carolina charitable services are available to individuals and families in need. NCDOL was presented a Champions in Giving 2017 Campaign Award in recognition of exemplary donor commitment, and the award is in the Labor Building lobby.

The 2018 SECC kicks off in August for all DOL employees! Your generosity can make a powerful and positive impact locally, nationally, and globally! Thank you!

Ultimately...It's Yours!

By TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

"I go to work, like a doctor; when I rock the mic, you got to like the way I operate. I make miracles happen...I own the microphone and my game plan"

Yes, you do own the microphone and the game plan, just like Kool Moe Dee told us in the 80's. When it comes to your own job performance, you own it. You go to work. The job tasks and responsibilities may have been determined and delegated to you by someone else, but ultimately you are responsible for your part in meeting the department's mission: fostering a safe, healthy, fair, and productive North Carolina.

Some of us assume that performance management is only about adhering to performance management policy requirements, with timelines, deadlines, sign-offs, etc. Performance management is more about having control over your slice of the work place pie and being motivated to perform in a way that makes a difference and gives you pride in the work that you achieve.

Once every few months interview for your job again, no matter how long you've been in your current role. You can do this as an exercise with your supervisor (if you are both comfortable with that) or you can certainly do this on your own. Doing so will give you the opportunity to assess your skills, consider your accomplishments, look at how you've grown, give attention to opportunity areas to help you further grow, and reflect on how you may have helped others. It may re-charge you, it may help you proactively determine what you could improve upon.

Realizing how your performance links to the success of the department and the greater good of serving citizens and visitors of our great state, should provide the insight on how you're a part of something bigger than yourself. The "thing" we know as performance management shirks to the background, not because it's not important, but because it becomes more human and more about the process and value that you add. This job wouldn't get done without your talents and skills.

So, here goes NCVIP talk... The interim was completed last month. The 2017-2018 annual review period is just a couple of months away. Start tooting your horn and making opportunities to do so. Capture your progress on your performance workplan (yes, that is a performance management policy requirement) and have check point discussions with your supervisor. Sharing really is caring. Continuous meaningful dialogue will always be the best part of any performance management system.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

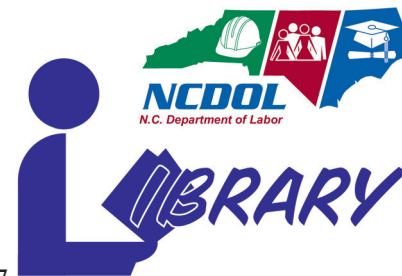
- *High-Visibility Public Safety Vests* (ANSI/ISEA 207-2011) International Safety Equipment Association, 2011.
- *International Building Code* (2018 ed.) International Code Council, 2017.
- *Ladders-Portable Metal-Safety Requirements* (ANSI-ASC A14.2-2017) American Ladder Institute, 2017.
- *Platform Lifts and Stairway Chairlifts* (ASME A18.1-2017) ASME, 2017.

New Periodicals

- *Governing* (March 2018) eRepublic Inc., 2018.
- *National Board Bulletin* (Winter 2018) National Board of Boiler & Pressure Vessel Inspectors, 2018.

Online FYIs

- *Construction Chart Book (CPWR)*
<https://www.cpwr.com/publications/construction-chart-book>
- *Disaster Site Worker Procedures* (OSHA)
https://www.osha.gov/dte/outreach/disaster/Disaster_Site_Worker_Procedures-2018.pdf
- *Hazard Recognition Challenge* (NIOSH)
<https://wwwn.cdc.gov/niosh-mining/HazRec/>
- *Is Your Workplace Prepared for a Tornado?* (Safety+Health article)
<http://www.safetyandhealthmagazine.com/articles/16665-is-your-workplace-prepared-for-a-tornado>
- *NFPA Journal* (March-April 2018)
<https://www.nfpa.org/News-and-Research/Publications/NFPA-Journal/2018/March-April-2018>
- *NIH MedlinePlus the Magazine* (Winter 2018)
<https://medlineplus.gov/magazine/issues/winter18/articles/toc.html>
- *NIH News in Health* (March 2018)
<https://newsinhealth.nih.gov/2018/03>
- *OSHA Outreach Training Program - Construction Industry* (OSHA)
https://www.osha.gov/dte/outreach/construction/focus_four/index.html
- *Safety+Health* (March 2018)
<https://tinyurl.com/y87new6t>
- *Solutions for Tree Care Hazards* (OSHA)
<https://www.osha.gov/Publications/OSHA3940.pdf>
- *Tools for a Successful Workplace Safety & Health Program* (recorded CPWR webinar)
<https://www.youtube.com/watch?v=K8ry3knFkK4&feature=youtu.be>
- *Worker Health and Wellness* (March 2018--NSC)
<https://tinyurl.com/yajbywqk>





2018 Silent Auction

Begin submitting items for auction April 2.

Former items include:

- Lunch with Commissioner Berry at 18 Seaboard
- Homemade cakes, pies, dog treats
- Pottery
- Jewelry
- Home décor items
- Convenient parking space for a week in Raleigh, next to ORB
- NCDOL apparel
- Designer bags
- Musical instruments

Sponsored by the Employee Recognition Banquet Planning Committee

Do you have a delicious recipe that everyone loves? Are you crafty? Do you have an item at home that someone else might love? Donate to the Silent Auction!

Auction opens Wednesday, April 18, and ends Friday, April 27, at 2 p.m.

Be on the lookout for an email with more details!

Questions? Email Carter at carter.grimes@labor.nc.gov

2018 Safety Awards Banquet Schedule

Monday, April 9	noon	AVS Banquet Center	Asheboro
Wednesday, April 11	noon	Mebane Arts & Community Center	Burlington
Thursday, April 12	6 p.m.	Homestead Steakhouse	Roxboro
Tuesday, April 17	6 p.m.	LeGrand Center	Shelby
Thursday, April 19	6 p.m.	Rock Springs Events Center	Greenville
Tuesday, April 24	noon	Elm City Train Depot	Elm City
Thursday, April 26	8 a.m.	Embassy Suites	Greensboro
Friday, April 27	noon	Embassy Suites	Charlotte
Tuesday, May 1	6 p.m.	Sampson County Exposition Center	Clinton
Friday, May 4	noon	Cabarrus Country Club	Concord
Tuesday, May 8	6:30 p.m.	Ahoskie Inn	Ahoskie
Wednesday, May 9	noon	Lane Tree Country Club	Goldsboro
Friday, May 11	noon	DoubleTree by Hilton	Rocky Mount
Monday, May 14	6 p.m.	Coastline Convention Center	Wilmington
Wednesday, May 16	noon	TBA	Statesville
Thursday, May 17	5:30 p.m.	Morganton Community House	Morganton
Monday, May 21	6 p.m.	Oliver's	Wadesboro
Tuesday, May 22	noon	Women's Club	Thomasville
Thursday, May 24	noon	South Piedmont Community College	Monroe
Friday, June 1	noon	Marriott Crabtree Valley	Raleigh
Tuesday, June 5	6 p.m.	Henderson Country Club	Henderson
Thursday, June 7	6 p.m.	Adelio's Restaurant	Lumberton
Tuesday, June 12	noon	City of Sanford Public Works Service Center	Sanford
Wednesday, June 13	noon	Olivia's Catering	Kinston
Monday, June 18	noon	Carolinas HealthCare System – Stanly	Albemarle
Tuesday, June 19	6 p.m.	Gastonia Conference Center	Gastonia
Friday, June 22	noon	Cross Creek Country Club	Mount Airy
Tuesday, June 26	6 p.m.	Hilton Asheville Biltmore Park	Asheville
Thursday, June 28	6 p.m.	Crowne Plaza	Hickory