

AUGUST 2020

LABOR N.C.

For all NCDOL Employees

FROM THE COMMISSIONER

As the number of COVID-19 cases in North Carolina increases, we must all continue to be vigilant in the workplace to help prevent its spread.

Please continue to take your temperature each day and to stay away from the office when your temperature is elevated, or when you are exhibiting some of the other common symptoms associated with the disease.

Thank you also for wearing facial coverings or masks while in the office and within 6 feet of your colleagues. I know that the masks are not always comfortable to wear, but they can help protect you and others from contracting the disease. Each office has ordered a supply of face coverings, so please contact your supervisor if you need extra masks.

On a happier note, each of you should notice an increase in your July paycheck. The increase stems from last year's state budget that allowed for a 5% salary increase broken into two increments of 2.5%. The increase applies to all probationary and permanent state employees. While the increase is certainly not as much as each of you deserves, it is a step in the right direction, and I hope it will be a welcome increase to your monthly budget.

Finally, I would like to recognize and thank Natalie Bouchard in the Communications Division for agreeing to serve once again as the department's representative for the State Employees Combined Campaign. This important initiative provides an easy way for many of you to support charities that are near and dear to your heart. I am pleased to have Natalie serve as the NCDOL liaison to help facilitate the SECC contributions when the 2020 campaign kicks off in the fall.

Keep up the great work!

Cherie

EMPLOYEE NEWS

- Congratulations to Angela Richardson, Wage and Hour, whose PhD in Public Safety Leadership degree was conferred from Capella University in July.
- Congratulations to Emily Fish, Boiler Safety, who has passed her National Board In-Service Inspector Commission and the N.C. Commission exam.
- Our condolences to Eursula Joyner, ETTA, and her family for the loss of her son, Yameer Greene, who died on July 21. [Link to obituary.](#)
- Congratulations to Kevin O'Barr, Consultative Services, whose research was published in ASSP's Professional Safety Journal.

NEW HIRES

- Ernie Burgess, Information Technology, user support analyst, Raleigh
- Frank Clark, Elevator and Amusement Device, elevator inspector, Buncombe County

PROMOTIONS

- Kevin McGuire, OSH West, OSHA industrial hygienist, Winston Salem
- Griselle Negron, OSH West, OSHA safety officer, Charlotte

If you leave home, know your Ws!



WEAR

a cloth covering over your nose and mouth.



WAIT

6 feet apart. Avoid close contact.



WASH

your hands or use hand sanitizer.

@NCDHHS

#StayStrongNC



Labor Commissioner Cherie Berry poses with various employees while stopping by the Old Revenue Building on Hillsborough Street in Raleigh. She is careful to maintain a distance of at least 6 feet and wear a mask while visiting the office.

August Birthdays!

1 Andrew Ellis
2 Brian Kemppainen
4 Greg Davis
4 Beth Rodman
5 Lisa DeLair-Birch
5 Adriana Jordan
5 Yulanda Morgan
5 MaLee Vertucci
6 Mike Daniels
6 Jimmy Snuffer
6 Anne Weaver
10 Julie Martin

11 Michael Hayward
11 Courtney Phillips
13 Tena Clark
13 Taneka Sanders
14 Yure Dixon
14 Ric Schumann
15 Kay Knezevich
15 Todd Waller
17 Avery Horton
17 Melissa Medlin
19 Jeff Cole
19 Cornelius Lloyd

20 Marcy Collyer
20 Elizabeth Flores
20 Robert Maedje
20 Chris Ray
21 Britne Becker
21 Christopher Oberst
27 Jennie Cagle
27 Tammy Higgins
27 Dennis James
29 Tim Hogan
29 John Luckado
30 Celeste Hardy



HUMAN RESOURCES UPDATE

By Doris Kester, Assistant HR Director

Meeting our performance management goals has certainly been challenging during the pandemic. We have had to regroup and work from home as much as we could while adapting to a new lifestyle.

We are at the point of the evaluation period where the direct manager and employee have the opportunity for discussion of the employee's accomplishments and recommendations for improvements. There are Discussion Prep Quick Reference Guides for employees and managers on the Intranet under Human Resources, NCDOL NCVIP, Annual Performance Evaluation (APE). Discussions between managers and employees should be an ongoing process, not just during evaluation time!

This is also a great time to discuss your goals and tasks for the next year. Please review your goals and tasks to ensure that they are accurate, understandable and clear. They should be a way to track and measure how well you have performed your job.

Your job performance affects the success of the overall mission for the Department of Labor. Look for opportunities to improve at your job, such as tracking your work, asking for assistance when needed and training. Remember that we are all accountable for our own job performance, so let's own it!

INSIDE NC LABOR

Be sure to check out NCDOL's *Inside NC Labor*, a podcast designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.

Inside NC Labor is now available on YouTube, Spotify, Apple Podcasts, Anchor and Google Podcasts.

Podcasts are recorded over the phone as of March 31, 2020, in accordance with social distancing protocol.



HUMAN RESOURCES UPDATE

This month marks the 30th anniversary of one of the most important laws to impact the contemporary workplace. The Americans with Disabilities Act ensures individuals with disabilities access the same employment opportunities and benefits available to those without disabilities. In support, Gov. Cooper has proclaimed July 26 as **Americans With Disabilities Act Day** in North Carolina.

A welcoming and inclusive workplace is a top priority for the Department of Labor. Paired with the state's commitment as an **Employment First State for North Carolinians with Disabilities**, the ADA anniversary serves as a reminder of the importance of doing all we can to make our workplaces more reflective of the diverse communities we serve.

We are asking employees to complete the new Voluntary Self-Identification of Disability form within the Employee Self Service portal of the state's Integrated HR/Payroll System. It takes just a minute to click one box to confidentially confirm that you have a disability, do not have a disability or do not wish to answer. Your response will help the state better understand where to increase efforts to build engagement and inclusion across state government as well as expand the state's positive approach to hiring individuals with disabilities.

To update your information, log in to the **Integrated HR/Payroll System**. Select *My Data* at the top left of the main screen, then choose *My Personal Data*. The Voluntary Self-Identification of Disability link is the first item under *My Personal Information*.

Thank you for supporting this initiative and helping the N.C. Department of Labor and all of North Carolina state government better serve individuals with disabilities.



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Inside NC Labor



Follow Us!

What's New @Your Library

Online Resources

- **6 Tips to Keep Workers Safe in the Heat.** USDOL blog post.
- **9 Steps to Reducing Worker Exposure to COVID-19 in Meat, Poultry, and Pork Processing and Packaging Facilities.** OSHA poster.
- **146 Fatal Work Injuries Involving Tractors Occurred in 2018.** BLS TED article.
- **Ability to Work from Home...Implications for the Labor Market in the COVID-19 Pandemic.** BLS Monthly Labor Review article.
- **Agricultural Employer Checklist for Creating a COVID-19 Assessment and Control Plan.** CDC document.
- **COVID-19 and Guidance on Social Distancing at Work.** OSHA Alert.
- **COVID-19 Employee Training.** OSH PowerPoint presentation.
- **COVID-19 Employer Information for Banks.** CDC fact sheet.
- **Determining Your FFCRA Eligibility.** USDOL, Wage and Hour interactive tool.
- **Ensuring Safety as Buildings Re-Open to a New Normal.** NFPA fact sheet.
- **Guidance on Returning to Work.** English and Spanish. OSHA booklet.
- **Hazard Communication for Disinfectants Used Against Viruses...** CDC-OSHA webpage.
- **Hurricane Preparedness: Is Your Workplace Ready?** USDOL blog post.
- **NFPA Journal.** July-August 2020 issue.
- **New Study: Health Risk Behaviors among Construction Workers.** NIOSH update.
- **OSHA-ASSP Trench Safety Stand Down.** Recorded OSHA-ASSP webinar.
- **Oil and Gas Industry Workers and Employers (COVID-19 guidance).** OSHA webpage.
- **The Physiological Burden of Prolonged PPE Use on Healthcare Workers during Long Shifts.** NIOSH science blog post.
- **Protect Yourself Against Heat Exposure.** English and Spanish. CPWR-OSHA Infographic.
- **Protect Yourself from Lightning.** English and Spanish. CPWR Infographic.
- **A Safer Reopening: 10 Actions to Take.** Safety + Health magazine article.
- **Safety + Health.** July 2020 issue.
- **What's More Risky...?** Texas Medical Association COVID-19 risk article and chart.
- **Wholesale Recycling: High Rates of Injuries and Illnesses.** NIOSH science blog post.

New Books

- *Guidance on Returning to Work.* (OSHA 4045-2020.) USDOL-OSHA, 2020.
- *NC OSH Construction Standards.* (29 CFR 1926) call #KFN7736.C65 A24. Mancomm, 2020. *Donated by OSH-ETTA.*
- *NCOSH General Industry Standards.* (29 CFR 1910) call #KFN 7735 .A42. Mancomm, 2020. *Donated by OSH-ETTA.*

New Periodicals

- *Professional Safety.* June-July 2020. American Society of Safety Professionals, 2020. *Donated by Phil Hooper, Standards and Inspections.*
- *Safety+Health.* April-July 2020. National Safety Council, 2020. *Donated by Cory Dunphy and Wanda Lagoe, ETTA.*
- *Bulletin.* Summer 2020. National Board of Boiler and Pressure Vessel Inspectors, 2020.