

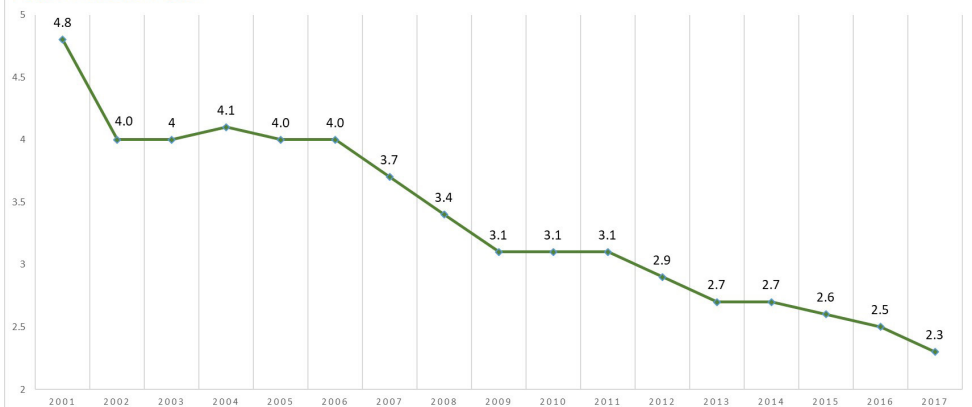
# LABOR N.C.

For all NCDOL Employees  
December 2018

## From the Commissioner

The U.S. Bureau of Labor Statistics recently released its national nonfatal injury and illness report for 2017. North Carolina's nonfatal workplace injury and illness rate for private industry declined to a historic low, 2.3 cases per 100 full-time workers, a statistically significant drop from 2.5 in 2016. The nonfatal injury and illness rate is the best gauge for measuring safety and health in the workplace because it accounts for economic growth, an important factor when you consider the growth our state has experienced. This record-low rate reflects the work of the OSH Division and the many programs and services they administer that help employers and employees improve their workplace safety and health programs.

NONFATAL OCCUPATIONAL INJURY AND ILLNESS TOTAL RECORDABLE CASE RATE PER 100 FULL-TIME WORKERS, NORTH CAROLINA, PRIVATE SECTOR, CALENDAR YEARS 2001 THROUGH 2017



Communications will launch a podcast called *Inside NC Labor* this Friday, Nov. 30. Thank you to those of you who participated in the poll to select the podcast name. The podcast has been in the works for some time now and its purpose is to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government. You can find the link to the first episode on page 3 in this edition. The podcasts will be short episodes to introduce the public to the various programs and services we provide. The Communications Division plans to release two podcasts per month. Please take a few minutes to listen to the first episode of *Inside NC Labor*.

I truly hope each one of you had a wonderful Thanksgiving Day with friends and family. This year, I was honored to be invited to serve as the Grand Marshal for the Novant Health Thanksgiving Day Parade. The parade began in 1947 and has become a holiday tradition for many folks in the Charlotte area and beyond. It was thrilling to spend Thanksgiving morning with 100,000 plus spectators, and it was fun to see the reaction of the crowd as they created wonderful memories with their kids.

It is hard to believe that 2018 is drawing to a close. I look forward to seeing many of you at the various holiday events, including the Christmas Open House scheduled for Wednesday, Dec. 12, before we start a new year.



Cherie



## Employee News

- Congratulations to Curt Hobson, OSH West, who has been awarded the OCSS designation.
- Congratulations to Jeremy Smith and Danny Harrell, Boiler Safety, for completing the National Board Team Leader course and passing the exam.
- Congratulations to Andrew Doyle, Elevator, for passing the Q.E.I. exam and receiving Q.E.I. certification.

## New Hires

- Crystal Williams, administrative specialist, Human Resources, Raleigh
- Tara Williams-Brown, assistant director, Financial Services, Raleigh
- William Matthews, health compliance officer, OSH East, Raleigh
- Todd Waller, safety compliance officer, OSH West, Charlotte

## Separation

- Cynthia Richardson, administrative assistant, OSH East, Raleigh

## NCDOT State Employees Wellness Fair



Steve Green, left, and Joey Hazelrigg, right, set up an exhibit to provide fellow state employees with information pertaining to the Elevator and Amusement Device Bureau's purpose and to provide safety tips. The Elevator and Amusement Device Bureau participated in the NCDOT State Employees Wellness Fair Nov. 7, 2018, in Kinston.

## Upcoming Birthdays

12-1 Jackie Haley	12-11 Frank Clements	12-20 Wanda Smitherman
12-2 Altagracia Guzman	12-13 DaQuan Holland	12-21 Cherie Berry
12-3 Janie Judd	12-13 Eursula Joyner	12-22 Thomas Norwood
12-4 Beth Henley	12-14 Brian Peterson	12-23 Lee McKinney
12-4 Jennifer Stackpole	12-14 Donell Sanders	12-26 Daniel Edmondson
12-6 Phil Hooper	12-14 Jeff Wilson	12-28 Taisha Coppadge
12-6 LaMont Smith	12-15 Dion Elliott	12-28 Don Kinney
12-6 Anthony Pacitti	12-16 Donald Kidd	12-30 Judyth Niconienko
12-8 Jackie Spangler	12-17 John Kirkland	12-31 Dawn Reynolds
	12-18 Cristina Almonte-Martinez	

# HUMAN RESOURCES

## NEWS FLASH

### Interim Review Time is Approaching

By TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

The 2018-2019 Interim Review task will open in January 2019. This is a great time to access your performance workplan on the system and update your achievements up to this point. We have promoted and encouraged regular check-point or one-on-one meetings between supervisors and employees. Regular informal review meetings are the most effective way to share feedback and track performance and agreed upon goals and expectations as well as demonstrated core values.

The performance management team will share detailed information about the Interim Review Task in an agency-wide email mid-December. We can all start preparing by gathering performance data, documentation, reports and asking a few questions, for example:

Employee questions:

- 1) How would my supervisor describe my performance?
- 2) What are three things that I can't wait to share with my supervisor?
- 3) How will I continue to meet or beat my goals?

Supervisor questions:

- 1) How have I helped the employees who report to me succeed?
- 2) How often have I provided value-added feedback (positive and constructive)?
- 3) What three accomplishments has the employee achieved that I can't wait to share?

There are plenty of ways to effectively prepare for the interim review. The performance management team will provide additional guidance and resources right after the holidays.

### Podcast Air Date

NCDOL's first podcast — *Inside NC Labor* — airs Friday, Nov. 30, 2018. The podcast is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government. The episodes will be featured on the website, [www.labor.nc.gov](http://www.labor.nc.gov), and also on NCDOL's social media platforms.



### Toys For Tots Campaign

Our 20th annual Toys For Tots campaign is officially underway. The thousands of toys which have been donated have helped so many less fortunate families provide their children excitement and joy on Christmas morning.

All of your Toys For Tots captains have worked hard getting the bins in place, hanging posters and spreading the word about the drive. Drop off your new unwrapped toys at any NCDOL office.

We are also excited to announce the second annual NCDOL Toys For Tots Selfie Contest! We want your selfies taken with toys which will be donated as part of our annual toy drive. We are giving away BIG PRIZES for the top three selfies.

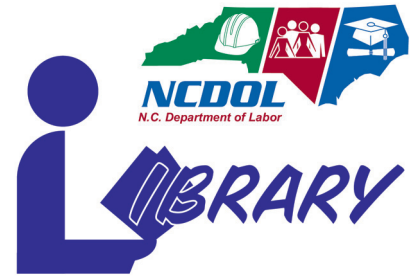
A new addition during the Christmas Open House on Wednesday, Dec. 12 this year is the NCDOL Toyland. Employees can enjoy the festive backdrop to take their pictures with coworkers, if they would like to get in the Christmas spirit.





# What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN



## New Print Titles

- *Conveyors and Related Equipment* (ASME B20.1-2018) American Society of Mechanical Engineers, 2018.
- *Elevator Suspension, Compensation, and Governor Systems* (ASME A17.6-2017) American Society of Mechanical Engineers, 2017.
- *National Board Inspection Code* (ANSI/NB23—2015 (Parts 1-3)) National Board of Boiler & Pressure Vessel Inspectors, 2015. Donated by Don Kinney, Boiler Safety.
- *Occupational Safety, Health, and Wellness Fire Protection Publications* (IFSTA), 2010.
- *Preventing Injuries and Deaths from Skid-Steer Loaders* (NIOSH 2011-128) CDC-NIOSH, 2011.
- *Process Safety Management for Small Businesses* (OSHA 3908-03 2017) USDOL-OSHA, 2017.
- *Protecting Workers during the Handling of Nanomaterials* (NIOSH 2018-121) CDC-NIOSH, 2018.
- *Quality Management Systems—Requirements* (ASQ/ANSI/ISO 9001:2015) American Society for Quality, 2015.
- *Scrap and Material Handlers* (ASME B30.25-2018) American Society of Mechanical Engineers, 2018.
- *Standard Test Method for Measuring the Coefficient of Friction for Evaluation of Slip Performance of Footwear...* (ASTM F2913-2017) American Standards Testing Materials International, 2017.
- *The Team Handbook* (2nd ed.) Oriel Inc., 2000. Donated by Harriett Hopkins, REDB.

## New Periodicals

- *Governing* (Nov. 2018) e.Republic Inc., 2018.
- *NFPA Journal* (Nov.-Dec. 2018) National Fire Protection Association, 2018.

## Online FYIs

- *Beta Version of New Respirable Crystalline Silica Monitoring Software* (NIOSH)  
<https://www.cdc.gov/niosh/updates/upd-10-03-18.html>
- *Final Rule on Crane Operator Certification Requirements* (OSHA News Release)  
<https://www.osha.gov/news/newsreleases/trade/11072018>
- *Hazard Alert: Isocyanates* (CPWR—English & Spanish)  
<https://www.cpwr.com/sites/default/files/publications/Isocyanates-Hazard-Alert.pdf>  
<https://www.cpwr.com/sites/default/files/publications/spanish/Isocianatos-Hazard-Alert-SP.pdf>
- *Holiday Workplace Safety* (OSHA)  
<https://www.osha.gov/holidaysafety.html>
- *Injury Facts* (National Safety Council)  
<https://injuryfacts.nsc.org/>
- *Opioid Action Plan* (USDOL-Office of Workers Comp Program)  
<https://www.dol.gov/owcp/dfec/opioidactionplan.htm>
- *The Resource* (NC OSHR—4th Quarter 2018 issue)  
<https://oshr.nc.gov/about-oshr/resource-digital-magazine>

- *Safety + Health* (Nov. 2018)  
<https://www.safetyandhealthmagazine.com/ext/resources/files/current-digital-edition.htm>
- *Understanding Small Enterprises: Proceedings from the 2017 Conference* (NIOSH)  
<https://www.cdc.gov/niosh/docs/2019-108/>
- *Wage & Hour Opinion Letters* (USDOL)  
<https://www.dol.gov/newsroom/releases/whd/whd20181108>