

LABOR N.C.

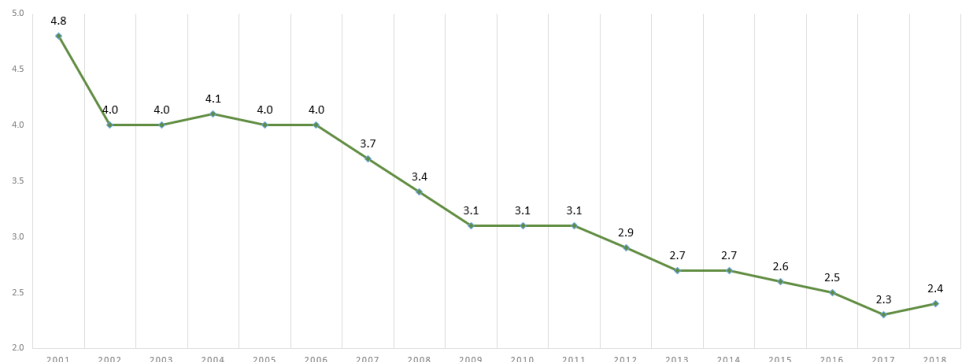
For all NCDOL Employees
December 2019

From the Commissioner

The U.S. Bureau of Labor Statistics has released its annual report covering national-level 2018 nonfatal occupational injuries and illnesses. North Carolina is one of 12 states and the District of Columbia with rates below the national rate of 2.8 cases per 100 full-time workers.

The rate for private industry in North Carolina in 2018 was statistically unchanged at 2.4 cases per 100 full-time workers, the first time since 2012 that the rate did not decrease. The injury and illness rate is the best barometer for monitoring how we are doing in terms of safety and health statewide as the rate accounts for growth and reduction in total hours worked in industry. A big thank you to Todd McNoldy and his team for their efforts to collect the survey data for the report.

OCCUPATIONAL INJURY AND ILLNESS RATE PER 100 FULL-TIME WORKERS
NORTH CAROLINA, PRIVATE SECTOR, CALENDAR YEARS 2001 THROUGH 2018



Can you believe December is around the corner? With December brings the Christmas Open House and the culmination of our annual Toys for Tots drive. I look forward to seeing you at the Labor Building on Wednesday, Dec. 11.

Along with the Toys for Tots toy drive, another special project I look forward to this time of year is the NCDOL Honoring Military Family Members Christmas project. Each year, donations are collected for care packages that will be sent to NCDOL employees and family members in active duty. Right now, Jermaine Dennis, OSH West, is stationed in Kuwait and will not be home for the holidays. Part of the donations collected will be for a care package for Jermaine, a fellow NCDOL employee. Please see page 4 to learn more about this project.

I wish each of you a wonderful Thanksgiving Day with friends and family. This is a time to celebrate and reflect on all things in which to be thankful. Enjoy the long weekend of great food and relaxing!

Cherie



Please join us for
Commissioner Berry's
2019 Christmas Open House
Wednesday, December 11,
from two o'clock until three thirty
in the Labor Building
The Open House culminates our
annual Toys for Tots drive.
Your generosity is appreciated.
R.S.V.P. to dolores.quesenberry@labor.nc.gov
TOYS FOR TOTS

Employee News

- Congratulations to Cassandra Scott, Merville Forrester, Ric Schumann; OSH East; Grant Quiller, OSH West; for receiving the OSH Construction Safety Specialist designation.

New Hires

- Manuel Alvarez Murcia, investigator, Wage and Hour, Raleigh
- Eric Travland, OSHA safety officer I, OSH West, Charlotte
- Katharine Braak, administrative specialist II, Wage and Hour, Raleigh
- Anitra Nalls, employment retaliation investigator, REDB, Raleigh
- Julie Daniels, administrative specialist II, Review Commission, Raleigh

Separations

- Dion Elliot, procurement specialist II, Financial Services, Raleigh
- Jeffrey McClaren, OSHA safety officer I, OSH East, Raleigh
- Doris Gilliam, administrative associate II, OSH West, Charlotte

Retirement

- Jackie Spangler, program coordinator II, OSH Field Admin, Winston-Salem

Toys For Tots Campaign

Our 21st 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 third 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.

Upcoming Birthdays

12-1 Jackie Haley	12-11 James Thomas	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 Donell Sanders	12-23 Lee McKinney
12-4 Jennifer Stackpole	12-14 Jeff Wilson	12-26 Elizabeth Anderson
12-6 Phil Hooper	12-17 John Kirkland	12-28 Don Kinney
12-6 LaMont Smith	12-18 Cristina Almonte-Martinez	12-30 Judyth Niconienko
12-6 Anthony Pacitti	12-18 Mariela Stutts	12-31 Dawn Reynolds
	12-18 Alvin Louie Vocalan	

Inside NC Labor—Episodes 25 and 26



Be sure to check out NCDOL's podcast, *Inside NC Labor*. Episodes 25 and 26 include special guests Jeremy Smith, Boiler Safety assistant bureau chief (*left*), and Shannon Council, administrative supervisor of the Wage and Hour Bureau call-center (*right*).

HUMAN RESOURCES NEWS FLASH

Interim Review Time is Approaching

BY TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

The 2019-2020 Interim Review task will open in January 2020. This is a great time to access your performance workplan on the system and update your achievements up to this point. If you have not had your one-on-one progress update meeting, ask for it. Remember that regular informal review meetings are the most effective way to share feedback on actual performance and on demonstration of our core values. Frequent review meetings between the employee and supervisor produces the right balance between working toward achieving goals and delivering superior results.

This is a great time to review your achievements and any opportunity areas and ask for feedback. Your NCVIP performance workplan contains your performance goals and tasks, but it is up to you to work your plan and not wait until the Interim task opens to assess your work up to that point. Now is the best time to start preparing to share your accomplishments so far by gathering performance data, documentation, and reports.

An agency-wide email will be sent before the December holidays to provide specific information on the 2019-2020 Interim Review Task.



The Communications Division is in the process of planning a special episode of the *Inside NC Labor* podcast. This episode will be a "Year in Review" episode in which we will have Commissioner Berry as our guest. We are wanting a bit of audience participation for this episode, so we had the idea to ask NCDOL employees if they have any questions they'd like to ask Commissioner Berry. If you have a question for Commissioner Berry and you would like to hear her answer it on the *Inside NC Labor* podcast, please send it to natalie.bouchard@labor.nc.gov. Thank you in advance for your participation!

Honoring Military Family Members in Active Military Service

BY ANNE WEAVER, PSIM

In the fall of 2006, a fellow co-worker and friend, Tiffany Lathan, former Retaliatory Employment Discrimination Bureau chief at the time, and I were having a casual conversation about one of my sons, who was then in the Navy serving a year long assignment in the Iraq area. We were talking about my plans to send him a package for Christmas. As the conversation progressed, we began to name a few of our co-workers who also had family in the military who were serving our country overseas, and we quickly realized it was quite a few people. I knew how I was feeling about my son not being home for the holidays and how that affected me on a daily basis – and I knew we had fellow co-workers who were having the same feelings – lots of pride, but also lots of concern and worry. That's when Tiffany and I had the idea of asking the commissioner would it be OK if we asked our NCDOL family if anyone might want to contribute to the department sending care packages to all immediate family members of our co-workers who were in active military service and would not be home for the holidays. The answer was a BIG YES, and we've had the full support of the commissioner and all of NCDOL ever since. We thought we'd get a good response from our co-workers, but it was even bigger than expected and continues to be a great project. Since 2006, with much help and sincere contributions from NCDOL and the Attorney General's office, we continue to send these care packages every year. Even though my son is no longer in the military, it still gives me great joy to know that the department pulls together each year to make sure that our co-workers know that we appreciate all the sacrifices that their military family members and they make for our freedom. We truly owe our sincere support to all who serve and this is one small way we can show our co-workers that we are here for them.

BY CHARITY LOCKLEAR, STANDARDS AND INSPECTIONS

The DOL Honoring Military Family Members Christmas project is a wonderful project. The packages are sent to our DOL Military Family Service members, who, make sacrifices each day to ensure the protection of our Great Country. The packages show that they are remembered during the Christmas holiday season. The DOL Military family members that are unable to spend Christmas with their families due to being stationed across the world or across the county receives a package of goodies that are thoughtfully packaged and mailed. Personally, it has touched my heart with great appreciation for the acknowledgment and the thoughtfulness and care that is shown by the DOL in each package sent to my sons over the years. I have two sons, one now an Intelligence Navy Veteran and the other currently serving as a fire fighter in the Air Force. During their time of Military service, they have been stationed outside the United States and on the West Coast. Unfortunately, I have not been able to spend Christmas with them over the years. They both have received packages through the years from the DOL Honoring Military Members Family Project. It has always been a very special surprise to them to know they are remembered during Christmas from the DOL and that they are thought of and appreciated for their service and sacrifice. All of the special items in each package mailed to them while they are stationed away and unable to spend Christmas with me and our family is a nice surprise to them and so much appreciated. My DOL family truly pulls together as a family and in this project it shows love and respect to our Great Country, our Military and our DOL Military Family Members. Blessings are Big and no Blessing is to small! May God Bless America and May God Bless You All.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

- *2017 ASME Boiler & Pressure Vessel Code...*(ASME BPVC—2017) American Society of Mechanical Engineers, 2017. Donated by Don Kinney, Boiler Safety.
- *Overlapping Vulnerabilities: The Occupational Safety And Health Of Young Workers In Small Construction Firms* (TH 443 .O94 2015). CDC-NIOSH/ASSE, 2015.



- *Safety+Health* (Nov. 2019) National Safety Council, 2019. Donated by Wanda Lagoe, ETTA.
- *Using Leading Indicators to Improve Safety and Health Outcomes* (HD 7654 .U85 2019) USDOL-OSHA, 2019.

Online FYIs

- *7 Holiday Safety Concerns in the Workplace* Safestart blog post.
- *AWS Safety & Health Fact Sheets* American Welding Society webpage.
- *Employer Assistance and Resource Network on Disability Inclusion (EARN)*
- *Employer-Reported Workplace Injury and Illnesses, 2017* BLS News Release.
- *Exiting Smarter...* Article in Nov.-Dec. 2019 issue of NFPA Journal.
- *Fatal Chemical Inhalations in the Workplace Up in 2017* BLS TED article.
- *Holiday Workplace Safety* OSHA page.
- *Injury And Illness Rates Higher In Special Food Services Than In Broader Food Services Industry* BLS TED article.
- *Mitigation Of Occupational Violence To Firefighters And EMS Responders: Final Report* FEMA-USFA publication.
- *NFPA Journal* (Nov.-Dec. 2019) National Fire Protection Association magazine.
- *Prepare Workers for Winter Driving...* Safestart blog post.
- *Safety+Health* (Nov. 2019) National Safety Council magazine.