



DECEMBER 2021

LABOR N.C.

For all NCDOL Employees

FROM THE COMMISSIONER

I hope you had a wonderful Thanksgiving holiday with your family and friends. Now that we've turned the calendar to December, one of Labor's traditional holiday events is just around the corner. Our annual Toys for Tots collection is already underway, and our drive will culminate on Wednesday, Dec. 8 from noon until 3 p.m. in front of the Labor Building. I encourage you to drop by, bring a new, unwrapped toy to donate, and enjoy a Christmas cookie or a mug of hot chocolate! Please join me in thanking Lee Peacock in our Charlotte OSH Office for overseeing the entire Toys for Tots operation on behalf of the department. And thanks to each one of you for your kindness and generosity which will ensure that no child wakes up on Christmas morning without something fun under the tree.

Speaking of gifts, the General Assembly finally adopted a biennial state budget in November. The governor signed the bill into law shortly thereafter. While not perfect, I am glad to report that the budget includes many items that will benefit state employees and our department. State employees will receive a 2.5% salary increase this year, and an additional 2.5% increase on July 1, 2022. Many state employees will also receive a bonus of \$1,500. The budget includes funding for many items that we specifically requested including two new Agricultural Safety and Health Inspectors and much-needed operating money that will benefit the entire department. Thanks to Julie Ryan, Edgar Starnes, Jennifer Stackpole, Erin Wilson (in her previous role as Legislative Liaison) and many others who worked hard to secure this new money.

I'd like to take a moment of personal privilege to recognize the outstanding work of Natalie Bouchard in the Communications Division. In case you don't know, Natalie is the brains behind the monthly publication of these newsletters, diligently designing the layout and editing the content. After more than three years of service to the department, this will be Natalie's last newsletter. Thank you, Natalie, for your many contributions to the department, and best wishes in your new role with local government.

I wish each of you a special and meaningful holiday season. Enjoy the sights and sounds of the season, and don't forget to pick up a toy while you're out shopping!

Josh Dobson

EMPLOYEE NEWS

- Our condolences to Mark Taylor, Consultative Services, and his family for the loss of his father, Robert Taylor, who died Nov. 12. [Link to obituary.](#)

NEW HIRES

- Francheska Silverio, Wage and Hour, wage and hour investigator, Raleigh
- Jaleesa Thomas, REDB, administrative specialist, Raleigh
- Tyler Smith, OSH East, safety compliance officer trainee, Raleigh

SEPARATIONS

- Christopher Ray, OSH West, health compliance officer, Charlotte
- Natalie Bouchard, Communications, public information officer, Raleigh

RETIREMENTS

- Angela Richardson, Wage and Hour, wage and hour supervisor, Raleigh
- Chuck Murdock, OSH Consultation, safety consultant, Raleigh



Congratulations Natalie Bouchard, Communications, for three years of service at NCDOL, and her new position for the City of Charlotte.

December Birthdays!

1 Jackie Haley
2 Altagracia Guzman
3 Janie Judd
4 Beth Henley
4 Jennifer Stackpole
6 Phil Hooper
6 Anthony Pacitti
6 LaMont Smith

10 Jaleesa Thomas
11 James Thomas
12 Clifton Brown
14 Donell Sanders
14 Jeff Wilson
17 John Kirkland
18 Alvin Vocalan
22 Christopher Bellis

22 Thomas Norwood
23 Lee McKinney
24 Matthew Fairfield
26 Elizabeth Anderson
28 Don Kinney
28 Stacy Murtha
30 Judyth Forte



HUMAN RESOURCES UPDATE

Beat the Holiday Stress

By Angela Hamilton, Human Resources

The holiday season is officially upon us! Many of us have already begun preparations for the hectic time ahead, some may even already be feeling the kindling of that familiar stress that comes this time every year. At times we may seem to just be surviving the holidays rather than enjoying them. I challenge everyone to develop a plan this year to make worthwhile memories with your loved ones and celebrate things that are important and meaningful to you and your family. Here are some tips that may be helpful:

- Be present. Take time to look around and really experience your life.
- Take time for yourself. The season is hectic, don't get caught up busying yourself with trivial things. The best version of you is a well-cared you!
- Think of others and be kind, always. Help others if you are able.
- Plan and prioritize how you want to spend your time.
- Make a budget and stick to it. It is no fun overspending and setting yourself up for debt owed due to holiday splurges.
- Take a technology break.

If you'd like more resources on beating holiday stress, the EAP is a great tool with tons of articles. Log in using the credentials below and enter "holiday" in the search bar.

Your EAP administered by MYgroup is available to all DOL employees. This service is free and confidential. It is available 24 hours a day and can help in all areas of life. It includes up to three free counseling sessions, as well as referrals for specialized services.

Just call or log on to get started.

TOLL-FREE: 888-298-3907

WEBSITE: www.mygroup.com>My Portal Login>Work-Life

USERNAME: nclabor

PASSWORD: guest

Performance Management Update

By Angela Hamilton, Human Resources

We are quickly approaching the performance cycle midpoint, or interim. This is a good time to update your progress in NCVIP for your goals. Information on the interim task will be coming after the start of the new year. If you have any questions about your performance plan or NCVIP, contact me at 919-707-7734 or at angela.hamilton@labor.nc.gov.

CONGRATULATIONS

Chuck Murdock's Retirement Celebration



ERC SNACKS

Located in an NCDOL building near you.

Funds go to the employee recognition banquet.



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Inside NC Labor



What's New @ Your Library

Online Resources

- **COVID-19 Vaccination and Testing ETS.** New OSHA webpage.
- **COVID-19 Vaccine Resources for Construction.** Updated CPWR documents and infographics in English and Spanish.
- **Conducting a Daily Inspection of Powered Industrial Trucks...** NIOSH Workplace Solutions document.
- **Construction Safety Management During the COVID-19 Pandemic.** CPWR Data Bulletin. November 2021 issue.
- **Employer-Reported Workplace Injuries and Illnesses-2020.** BLS news release.
- **Guide to Expanding Mitigation...** FEMA publication.
- **Keeping Delivery Workers Safe During the Holiday Season.** NIOSH article.
- **NIH News in Health.** November 2021 issue.
- **OH&S.** October 2021 issue.
- **Safety + Health.** November 2021 issue.
- **Shipyard Industry Standards.** Revised OSHA publication.
- **Study Finds Over Half of Noise-Exposed Workers Do Not Use Hearing Protection When Exposed to Noise on the Job.** NIOSH update.
- *Exhaust Systems for Air Conveying of Vapors, Gases, Mists, and Particulate Solids.* NFPA 91-2020. NFPA, 2019.
- *Prevention of Fires and Dust Explosions in Agricultural and Food Processing Facilities.* NFPA 61-2020. NFPA, 2019.
- *Protective Ensembles for Technical Rescue Incidents.* NFPA 1951-2020. NFPA, 2019.
- *Safeguarding Construction, Alteration, and Demolition Operations.* NFPA 241-2022. NFPA, 2021.
- *Vehicle-Mounted Elevating and Rotating Aerial Devices.* ANSI/SAIA A92.2-2021. SAIA, 2021.

Periodical Issues

- *Bulletin.* Fall 2021 issue. National Board of Boiler and Pressure Vessel Inspectors, 2021.
- *OH&S.* October 2021 issue. 1105 Media Inc.
- *Professional Safety.* October 2021 issue. American Society of Safety Professionals, 2021. Donated by Phil Hooper, Standards and Inspections.
- *Safety + Health.* November 2021 issue. National Safety Council, 2021. Donated by Phil Hooper, Standards and Inspections.

Consensus Standards

- *Conveyors and Related Equipment.* ASME B20.1-2021. ASME, 2021.