

DOL Leadership Team Meeting
March 5, 2014, 10:00 am
2nd floor CR, Labor Building

Attendees: Commissioner Berry, Kevin Beauregard, Jack Brinson, Art Britt, Tom Chambers, Renathe Cotton, Gina Cullen, Mike Daniels, Connie Deuser, Andy Frazier, Jane Gilchrist, Jennifer Haigwood, Sarah Beth Koonce, Wanda Lagoe, Tiffany Lathan, Nancy Lipscomb, Allen McNeely, Dolores Quesenberry, Karissa Sluss, Steve Sykes, Anne Weaver and Britne Gleason.

Scribe: Kathy Canady

Commissioner Berry: Commissioner Berry welcomed LT members. She stated that Safety Awards Banquets begin March 27 thru June 27 – a total of 30 banquets. She said the 2013 Annual Report is available after the meeting. This is one of her favorite documents and refers to it frequently for information and talking points at speaking engagements. She thanked Neal O'Briant, Delores Quesenberry and Mike Daniels for all the hard work to create the report.

Connie Deuser, who has served as steering committee chair of the Employee Safety and Health Committee for 2 ½ years, was presented a Certificate of Appreciation by Commissioner Berry and thanked for her service. William Gerringer will take over the position in April.

Tiffany Lathan joined Commissioner Berry on the monthly Shaw Radio (WSHA) on Tuesday, March 4, to talk about Employment Discrimination. Next month Boiler Division will be on the air.

Jennifer Haigwood: Jennifer introduced Sarah Beth Koonce as Special Assistant for Governmental and Constituent Affairs. Sarah Beth is a NCSU graduate and served as an intern with Art and Jennifer in 2012.

Jennifer stated that in two months the legislative short session will begin. A possible 2% cut in our budget has been requested and Commissioner Berry met with the budget director. At this point, our revenue projections look good. We should expect a budget from the Governor's office in late April. Jennifer stated we will not introduce new items in the short session.

In the Labor Building, HVAC work has been completed on the 3rd floor. Next week work begins on the 2nd floor and employees will be moving to the 1st floor.

Jennifer received new information concerning the parking policy. It is no longer necessary for a new employee to have an assigned Beacon number before applying for a parking space.

Jack Brinson: All divisions are operating well according to Jack. He urges all managers to look at their division's budgets and spend within the budgeted amounts.

Also, the Insurance Committee has approved Colonial Insurance for our employees covering the next three years. Jack wants to make sure all employees are educated in what Colonial offers and asks managers to let him know when regional meetings will be held. If a Colonial representative could have 15 minutes of time at these meetings, it would be beneficial. Open enrollment is available the entire calendar year of 2014.

Nancy Lipcomb: The NCDOL Critical Incident Stress Management Policy was implemented February 1, 2014. We have 4 volunteers who have completed training as part of a stress management team. Nancy stated that we need to train 11 more people across the state. We have employees exposed to issues (for example: tragic accidents and deaths) that could benefit with this assistance following a critical incident.

As previously proposed by Nancy, a Leadership Development Program has been implemented in DOL. Four people in our agency are training to provide help. These include Marcy Collyer, Alberta Hall, Nancy Lipscomb and Tina Morris-Anderson. A series of internal courses will be available to help employees and build better leadership skills.

Within the Office of State Human Resources there is a statute regarding salary adjustment funds. After meeting the criteria for adjustments, eighty people in our agency were approved. The turnover rate for DOL keeps rising. OSH Compliance has almost reached a 40% turn over because we are not able to keep up with comparable salaries.

Our service awards program is being revised starting this year. We will be able to offer a wider choice of items. The Governor's Office is also issuing pins/plaques to acknowledge career status.

Allen McNeely: Allen stated that OSH Compliance has been busy with high profile cases. The NC State Fair accident investigation is being finalized. This past week the Safety and Health Review Commission of NC heard a case with Cherry Hospital regarding workplace violence. We have an "up hill" battle on this since we have no specific OSHA standard for workplace violence or rules governing psychiatric hospitals. OSH will await this decision from the hearing examiner.

The OSHA Express (data system) is ready and extensive training begins next week. Jon Helberg has implemented this system for numerous states (MN, SC, KY, IN), and they are pleased with the product. Jon Helberg will be in Raleigh starting next week for nine working days for hands on training. The "Go Live" date is April 25. We thank PSIM, ETTA, CSB, Compliance, IT and others involved in this huge project.

As previously mentioned, personnel in OSH have experienced retirements; and resignations and job changes, for better salaries. Supervisors and bureau chiefs are spending a lot of time in interviews.

The ASH Gold Star Growers Luncheon on February 5 at the NC State Fairgrounds was well attended with an excellent key-note speaker, Richard Linton, Dean of the College and Life Sciences. Thanks to Regina and ASH staff for a successful luncheon.

Last month we met with OSHA Area Director, Kim Morton, for a combined audit closing conference and quarterly meeting.

Renathe Cotton: Reminder to employees to use special leave before June 30, 2014.

Jane Gilchrist: Jane introduced Karissa Sluss, new paralegal in Legal Affairs Division. She also thanked Tom Chambers for all the hard work on the Vortex case.

Dolores Quesenberry: The Raleigh Safety Awards Banquet will be a live broadcast on Radio Station WSHA.

Wanda Lagoe: Governor McCrory's initiatives for Workers' Comp are each agency must lower their injuries and illnesses by 10% by 2015. All incident investigation reports are to be sent to John Bogner. Internally, NCDOL is working on specific procedures for supervisors to follow after an incident and training is being developed by Nancy L and Paulette.

Art Britt: Tina was unable to attend the meeting and requested Art to mention the Filenet shut down and the upcoming OSHA Express training. Also, IT personnel have worked very hard with moving equipment for employees in the Labor Building as required in response to building construction.

Kevin Beauregard: Kevin thanked several employees who have worked very hard on the OSHA Express. These include Jackie Spangler, Hollis Yelverton and Mike Daniels. Also, Kevin thanked Dee Bryant for her help with the OSHSPA website.

Meeting adjourned.