

DOL Leadership Team Meeting
October 1, 2019
Commissioner's Conference Room, 205 Labor Building

Attendees: Commissioner Berry, Kevin Beauregard, Art Britt, Tom Chambers, Renathe Cotten, Britne Becker, Mike Daniels, William Gerringer, Jennifer Haigwood, Kisha Holmes, Phil Hooper, Felicia Hoover, Harriet Hopkins, Don Kinney, Wanda Lagoe, Scott Mabry, Kevin O'Barr, Tommy Petty, Dolores Quesenberry, Beth Rodman, Jeremy Smith, Jennifer Stackpole, Paul Sullivan (via teleconference) Brent Wood, and Kent Woodson.

Commissioner Berry: Commissioner Berry welcomed the Leadership Team members. This is the first meeting since July 9, 2019.

We're now in Fair season – Phil represented us at the Mountain State Fair in September. Commissioner Berry will be at the Dixie Classic Fair on Oct. 4, and State Fair Media Day Oct. 14. She has already visited the Pitt County, Drexel, and Iredell County Fairs.

Commissioner Berry had lunch with W&H office staff in Charlotte along with Phil, Kisha, and LaKisha. She attended the Star Conference last week and noted that it was the most highly-attended Star Conference to date. Millikin and Co. was recognized for their status as a 25-year Star site.

The Employee Recognition Banquet is next week, and Commissioner Berry is looking forward to seeing everyone. She will also be dropping in on some of the training sessions at the McKimmon Center and Old Revenue Building.

On November 16, 2019, Commissioner Berry will perform a comedy act in Charlotte for Charlotte Has Talent. Proceeds from this charitable event will benefit children in foster programs.

Commissioner Berry recognized William Gerringer, who was just elected president of the Joseph A. Holmes Safety Association.

Budget Update: Jennifer Stackpole distributed a handout showing the State Fiscal Year 2019 spending analysis for the department. The department is where it should be from a financial standpoint. OSBM has stated that it will certify the State's base budget if there is no movement with the budget in the Senate by the second week of October, 2019.

Communications Update: Dolores Quesenberry reported that the Dixie Classic Fair press conference is this Friday, Oct. 4, 2019 at 10:30am.

At the Mountain State Fair, there was a minor incident with a ride. The ride was re-inspected and re-opened.

Oct. 14, 2019 is Media Day for the NC State Fair. Additionally, NCDOL will once again have a booth in the Kerr-Scott building. Most shifts for the booth have been filled, but 3 remain open.

HR Update: Renathe Cotten stated that open enrollment for health insurance and flex benefits will open a month later than in previous years. It will run from 11/2-11/19, 2019.

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OSHR has issued new other management approved leave codes. One includes a code for people who donate blood. HR will send out an email to all this afternoon with more detailed information of this type of leave.

Leave not approved outside a 30 day window will result in no pay for the employee until time entries are approved.

Terri has put together a 45 minute presentation on sexual harassment. She will present this to OSH and Boiler next week during the training prior to the banquet. If you'd like her to present to your staff give her a call.

NCVIP—end of 2019 was great with few problems. We have a small number of employees who have not advanced their goals for this performance year. Terri will be in contact with these employees this week.

Legislative Update: Jennifer Haigwood reported that a State budget has still not passed. While the House overrode Governor Cooper's veto of the budget, the Senate has taken no additional action on the bill. Raises and bonus leave days were approved by both chambers in a separate bill.

Jennifer has taken our fiscal analysts on several off-site visits, including a migrant housing inspection, the OSH Review Commission, and an elevator inspection. Additional requests for visits are anticipated.

Legal Affairs Update: Britne Becker reported on behalf of Jill Cramer:

- Maughmer v Commissioner of Labor – as mentioned at the last Leadership Team meeting, this is the lawsuit filed against the agency objecting to administrative closures of REDA complaints, which do not fall under the specifically listed statutes in the Retaliatory Employment Discrimination Act. There is still no decision from Judge Collins as of 10/1/19.
- LAD completed the periodic NCDMV audit of employees who drive for the agency. Thank you to all the bureau chiefs and supervisors who provided updated information to LAD.
- E-mail notification went out to all employees in September regarding the Motor Fleet Management Telematics program and the pending agency policy related to the program. Motor Fleet Management is still finalizing the telematics system. If any division finds that an employee does not have a Geotab telematics device installed, MFM has told us they are in the process of setting up offsite installs with eastern and western locations in the State. The goal date MFM provided was mid-November 2019. Jennifer Stackpole is the DOL Vehicle Coordinator and she will receive final information regarding that information.
- E-mail notification also went out to all employees last month about the Revised Drug Free Workplace, Controlled Substance, and Alcohol Testing Policy to be issued; please contact HR if you have any questions about the policy once it is issued.
- There is also a revised Time, Attendance and Punctuality policy that will be released soon.
- LAD is working on a MOU with the NC Dept of Commerce for ASH relating to migrant housing pre-occupancy inspections.

IT Update: Brent Wood reported on Gary Franks' behalf – Gary had knee surgery last week. IT has taken approximately 3,600 service calls this year, or 400/month. Since the last Leadership Team Meeting, they have taken 1,091 calls.

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Conference rooms may now be booked online using Outlook. In addition, video conferencing is now operational in Raleigh, Charlotte, and Winston-Salem offices.

Brent warned everyone to continue to be aware of phishing scams and ransomware, and to report anything suspicious to Brent or Gary.

OSH Update: Kevin Beauregard stated that they have not received the Federal budget at this time, but their grants have been approved.

Kevin went on an OSHPA trip to Washington, D.C. in July, 2019.

Deirdre Duncan has been hired to replace Jackie Spangler as Administrative Coordinator for OSH Compliance.

On September 16, 2019, Kevin and Beth Rodman presented to an OSBM advisory committee on a pilot project they did with migrant housing.

The investigation for the Durham explosion will close next week.

Amputations will now be an SEP.

S & I Update: Phil Hooper congratulated Kisha Holmes and Harriet Hopkins on their staffing efforts. They have interviewed between 50 and 60 job candidates combined.

Phil congratulated William Gerringe on being elected president of the Joseph A. Holmes Safety Association.

Around the Room:

Tommy Petty: It's been a hot fair season. Our inspectors will begin work at the NC State Fair next week. That fair opens October 9.

Anne Weaver: PSIM has a 96% response rate in the public sector survey. The ASH schedule has been updated.

Mike Daniels: No announcements other than to report that Publications has been busy getting ready for the Fair.

Tommy Petty: Tommy echoed Tom Chambers' statement that fair season will be a very busy and critical time for their inspectors. The season will kick off with the Drexel Fair in mid-August.

Paul Sullivan: All is well – five trainings have been completed; his region has had the same six supervisors in place for more than a year.

Don Kinney: Paul Martin has been promoted to supervisor; on October 14, 2019 a new pressure vessel inspector starts (Emily Fish).

Don will be out the next 2 weeks.

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Felicia Hoover: There is an open administrative position at the OSH Review Commission.

Kent Woodson: Kent introduced himself as the new Deputy CFO and acting Accounts Payable supervisor for Financial Services.

Kevin O'Barr: Kevin's team has met their annual goals.

Jennifer Stackpole: New Accounts Receivable manager is starting next Monday. She still has several open positions.

Beth Rodman: Migrant Housing inspections are closing out. In concurrence with Kevin Beauregard's comments, ASH was involved in a pilot program with OSBM and migrant housing. ASH is now working to implement the suggestions from the program.

ASH is participating in a phone tree for hurricane preparedness. This is a collaborative effort between multiple agencies.

William Gerring: MSHA training at Castle Hayne had 17 in attendance.

Mine Academy will take place in West Va. in 2 weeks. Training requests for winter are starting to come in.

Harriett Hopkins: 3 new hires started on September 10, 2019; hope to have final open position filled shortly. Millicent Williams recently left to go back to her former position in another state agency.

Kisha Holmes: W&H hired 3 new investigators in Charlotte and 1 in Raleigh – 2 more are starting soon. Kisha is also in the process of hiring a new Deputy Administrator.

Tom Chambers: The Labor section of OSBM will be attending a ride inspection

Wanda Lagoe: Star Conference was great – LaMont and staff did an awesome job. LaMont is now working on Best Practices for the Building Star sites in November.

Annual training takes place at the McKimmon Center next week.

Scott Mabry: Durham explosion case file is due out next week. OSH East has had a lot of case file activity recently.

- The vacant administrative position has been filled and the new person starts on October. 7, 2019.
- The OSH paperless program starts today and will run concurrently with the paper filing system for the next 6 months.
- There is an NCDOL OSH Partnership Agreement signing with Fluor tomorrow.
- Jackie Spangler is retiring at the end of the month.
- Video conference training will take place next week for admins. Video conferencing is available at 7 sites around the state
- Kevin Beauregard ended his OSHPA chairmanship last week, and now bears the title of "past-president". The Deputy Commissioner for Labor of Tennessee is the new chairman.

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Art Britt: Carter Grimes has taken over for Sandra Hamm in taking minutes for Leadership Team meetings. He also pointed out that until now, Frank Crane was the longest-serving Commissioner of Labor in the state. Commissioner Berry has now surpassed him.

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