

DOL Leadership Team Meeting
April 4, 2017 10:30 am
Commissioner's Conference Room 205, Labor Building

Attendees: Commissioner Berry, Kevin Beauregard, Jack Brinson, Art Britt, Nicole Brown, Tom Chambers, Renathe Cotten, Jill Cramer, Regina Cullen, Mike Daniels, Gary Franks, William Gerringer, Jennifer Haigwood, Kisha Holmes, Phil Hooper, Felicia Hoover, Wanda Lagoe, Tiffany Lathan, Scott Mabry, Kevin O'Barr, Tommy Petty, Dolores Quesenberry, Christine Ryan, Jason Tyson and Anne Weaver.

Commissioner Berry: Commissioner Berry welcomed LT members. It has been 3 months since our last meeting on January 10, 2017.

She welcomed Jill Cramer who is our new General Counsel. Many of our team members have known Jill for years. Jill comes to us from the Attorney General's Office where she worked with Victoria Voight. In the mid 90's Jill was our OSHA regulatory counsel. Jill was also in the private practice of law for several years. We are glad to have Jill join our staff. We also have another new staff member which Dolores will introduce later.

Commissioner Berry said she is very happy to have the 2016 Annual Report hot off the presses. Dolores and Mike have copies for members as they leave the meeting. She told members she uses the Annual Report to tell the story of our work at the department.

The 17th Safety Award Banquet season has begun. Commissioner Berry has already attended 2 of the 31 banquets to be held this season.

The Commissioner thanked team members for all their hard work on behalf of the department.

Budget Update: Jack Brinson gave a Budget Update. Jack said he emailed a spreadsheet to bureau chiefs/directors showing the expenditure status as of March 31, 2017. He told team members they all have access to this spreadsheet so they can monitor their budgets daily. The spreadsheet should show 25% of funding remaining. However it actually shows 33% remaining.

He said Budget currently has two vacancies. The vacancies have been posted and the postings will close by the end of the week.

Communications Update: Dolores Quesenberry gave a Communications Update. She introduced Jason Tyson. Jason comes to the department from the newspaper industry. He attended UNCW and Wake Forest University. Jason previously worked for the Department of Transportation and in Governor McCrory's Office.

Updated blue telephone contact cards were passed out to team members. The Annual Report is now available on our website. Also printed copies are available from Jason as you leave the meeting today.

Communications will be working with a vendor on the redesign of our website. Dolores said she will be working with a small work group. With IT's help, we will be able to see what the public is viewing and to focus on their needs.

Scott Mabry is Commissioner Berry's guest today on the WSHA radio show. Tom Chambers is the scheduled guest for next month's show.

Human Resources Update: Renathe Cotten gave a Human Resources update. HR has been notified employees have the option to receive a payout for their bonus leave. Most employees are not accepting this option. Employees have until April 17 to make a decision.

The Governor's budget proposes \$16 million to fund the class and comp initiative.

Terri Harris will be scheduling a one-day NCVIP supervisor's training class the last two weeks of May. Classes will be held in Raleigh and Charlotte.

Art Britt stated last month two employees contacted Commissioner Berry directly requesting pay increases. He asked bureau chiefs/division directors to communicate to their employees the proper procedures for requesting pay increases. Renathe will be able to answer any questions regarding eligibility for employee pay increases.

Legislative Update: Jennifer Haigwood gave a Legislative Update. Jennifer said two and a half months into the legislative session lots of bills are being filed.

The Governor's budget recommended \$500,000 in increased funding for the department, \$250,000 for IT and \$250,000 for OSH salary adjustments. We were asked to find ways to give back dollars. Commissioner Berry said it was best not to give suggestions for cuts to our budget. Most legislators feel state government is too big and in need of reduction.

Jennifer thanked those who helped with crafting the Zip Line bill which is in the Finance committee at this time.

IT Update: Gary Franks gave an IT Update. IT has two new employees, Michael Hayhurst, technology support and Thomas Norwood, business and technology applications.

IT is working with Wage and Hour and EDB on enhancements; Elevator on application redesign and enhancements; PSIM on OSH target data; OSH on On Base upgrades, and with Communications on website redesign.

OSH Update: Kevin Beauregard gave an OSH Update. The OSH Advisory Council will meet April 5, 2017 at 10:00.

Phil, Kevin, Jack and Art met with representatives from Motor Fleet Management to discuss new procedures being put in place by Motor Fleet Management to better utilize state-owned vehicles by agencies. Costs of state-owned vehicles to state agencies are increasing on July 1, 2017. Consultative Services has already returned several cars.

Kevin told team members he was recently extended an invitation to make an appointment to the ASME B30 Regulatory Authority Council. Kevin appointed Jesse Mendoza, OSH safety standards officer, to serve a five-year term on the national Regulatory Authority Council for ASME B30 Crane Safety Standards. He said OSH is appreciative of having the opportunity to participate in reviewing these national consensus standards for crane safety.

Kevin is happy the OSH division has reduced their vacancies from approximately 30 to around 12 compliance vacancies.

The President has requested a 21% reduction for USDOL in his annual budget. Kevin believes there will be additional requests for more reductions at the federal level.

Standards & Inspections Update: Phil gave a Standards & Inspections Update. He told team members Boiler has had an open position for a year by design. They are meeting their numbers even with the open position.

Elevator & Amusement anticipates as many as 4 career inspectors to retire by the end of summer. Due to entry level state salaries it is tough to recruit qualified Elevator inspectors.

Tablets for the field inspection staff, for both elevator and amusements has increased efficiency.

Boiler is working with OSH on a fatality caused by a possible pressure vessel leak.

Don Kinney is attending the Plumbing and Heating Contractor's Convention.

The Employment Discrimination Bureau is working with IT to add more document storage and adding a letter to strengthen the process.

Mine and Quarry held their annual meeting in the Western part of the state. There were 130 registered to attend and 120 actually attended.

Wage and Hour continues to reduce their backlog inventory.

Around the Room:

Kevin O'Barr stated there were no negative comments received on the draft federal audit. The annual Consultative Conference will be held in May.

Scott Mabry told team members OSH has 15 vacancies, 4 of the vacancies are frozen, 3 vacancies have been filled and waiting for new employees to begin work.

Gary Franks thanked Jill Cramer for working with IT on the OSH contract.

Felicia Hoover said the Lee House is undergoing renovations which should be completed by the end of April.

Kisha Holmes told team members Wage and Hour has hired a new investigator in Charlotte.

Mike Daniels stated Publications is busy printing the new labor law posters.

In Robby Jones' absence, Nicole gave an update on Compliance West. Vacancies are decreasing; all safety compliance officers' positions are filled and two health compliance officers' positions are posted and closing within the week; 16 safety compliance officers are in training, more than 15 released. Twenty health compliance officers are released, six are in training/vacant.

OSH Compliance West will be returning six state-owned vehicles to Motor Fleet Management. New procedures, put in place by Motor Fleet Management, require state agencies to look at how best to utilize state-owned vehicles assigned to their agency. Costs of state-owned vehicles assigned to agencies will be increasing.

Nicole Brown said Cynthia Richardson, the new Administrative Assistant II began work at Lake Boone Trail on February 1 and is working out well.

Vacancies are decreasing; OSH Compliance East has thirteen safety officers in training; 10 safety officers released; 4 health officers in training /10 health officers released; 3 vacant safety officer positions; 5 vacant health officers positions, 1 frozen health officer position; 1 will start May 1, 2017, 3 are vacant. The District 7 OSH Compliance Supervisor accepted a Consultative Supervisor position and therefore OSH East Compliance currently has a vacant supervisor position. Scott Mabry and Regina Cullen will be helping with the Supervisor interviews scheduled April 12, 2017.

OSH Compliance East will be returning two, possibly three state-owned vehicles from Lake Boone Trail field office to Motor Fleet Management.

Currently NCDOL has 1 active partnership with Flat-Iron. NCDOL has accepted another partnership with Fluor Enterprise, Inc. and the signing ceremony is scheduled to be held April 6, 2017 at 10:00 am at Novo Nordisk facility in Clayton, NC.

NCDOL has received three additional partnership applications. NCDOL has scheduled the partnership presentations for Flat-Iron who has submitted two applications for two different jobsites. The third application was received for Turner Rodgers—a joint venture for a project at the Charlotte Douglas Airport.

Anne Weaver stated PSIM is working on updating target data.

Gina Cullen told team members ASH is working on a report due to the Legislature in May.

She stated the 23rd Annual Gold Star Growers Conference was held in February and was successful.

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The video ASH has been working on with Ken Ellzey from NC State is completed.

William Gerringer thanked Commissioner Berry for her participation at the Annual Mine Safety and Health Conference.

Wanda Lagoe stated Ed Geddie will be the instructor for a training session on September 2 on Walking and Working.

ETTA has a webinar on Heat Stress and May 8th ETTA will offer Stand Down training in both English and Spanish.

ETTA has one Star Consultant position vacant.

ETTA will be returning 2 state-owned vehicles to Motor Fleet Management.

The Feds have scheduled two training sessions on forklifts in Charlotte July 19 and 20, 2017.

The meeting adjourned at 11:30 am.