

**DOL Leadership Team Meeting**  
**January 5, 2016, 10:30 am**  
**2<sup>nd</sup> floor CR, Labor Building**

Attendees: Commissioner Berry, Tina Morris Anderson, Jack Brinson, Art Britt, Nicole Brown, Tom Chambers, Renathe Cotten, Gina Cullen, Mike Daniels, Cliff Dautrich, William Gerringer, Jane Gilchrist, Jennifer Haigwood, Phil Hooper, Robby Jones, Wanda Lagoe, Tiffany Lathan, Allen McNeely, Kevin, O'Barr, Tommy Petty, Dolores Quesenberry, Steve Sykes and Anne Weaver.

Commissioner Berry: Commissioner Berry welcomed LT members. She thanked team members for making 2015 a great year. She said it has been 3 months since the last meeting October 5, 2015. Since the last meeting the State Fair was held with attendance passing 1 million attendees, the 2<sup>nd</sup> highest in the history of the fair. Thankfully there were no significant issues our department had to deal with during the fair.

The Employee Recognition Banquet was held November 5, 2015 at McKimmon Center. It is the first banquet held in seven years (since 2008). The department had an 87% active attendance rate with 296 attending out of 341 filled positions.

Once again this year the Toys for Tots drive was a success with almost 1,100 toys collected. The total of all toys collected since we began the Toys for Tots drive is almost 11,000 toys. This year a new toy partner was added bringing the total to 5 different state agencies participating in the drive.

The Commissioner told team members this year starts the last year of her 4<sup>th</sup> term. She filed for her 5<sup>th</sup> term last month. She asked team members to help her make this the best year the Department of Labor has ever known.

Budget Update: Jack Brinson gave a Budget Update. Jack said 54% of funds were still available at the end of December, 2015. He thanked team members for managing their budgets so well. The monthly report Jack sends is a tool to help keep division directors/bureau chiefs informed of their budget status. Neither the General Assembly nor the Governor's Office has sent any information regarding budget cuts so far.

Gwen Williams will be filling in for Adrienne McLean while she is out on extended leave.

Legislative Update: Jennifer Haigwood gave a Legislative Update. Jennifer thanked all involved in the Toys for Tots drive and especially thanked Lee Peacock for his leadership of the drive.

Jennifer thanked Stacey Thompson and Sarah Beth Koonce for their idea of asking employees to fill out comment cards regarding any changes employees would like to see in the Employee Recognition Banquet next year.

**Division/Bureau: Leadership/Administration**  
**Document Name: Leadership Meeting Minutes**  
**Document owner: Sandra W. Hamm**

DOL Leadership Team Meeting Minutes

January 5, 2016

Page 2

The Employee Recognition Banquet is scheduled to be held at McKimmon Center the week of September 14<sup>th</sup> in 2016.

The department has two legislative reports due to the General Assembly, a Zip Line report and the Department of Labor's Annual Youth Employment Report. The Zip Line report is due February 1. She thanked Tom Chambers, Tommy Petty, and Phil Hooper for their help with the Zip Line report.

A meeting with the NER Legislative Oversight Committee is scheduled Tuesday, January 12<sup>th</sup>. The oversight committee was created to help committee members understand the necessary funding required to operate state agency programs.

The General Assembly short session begins April 25, 2016.

OSH Update: Allen McNeely gave an OSH Update. Beginning the New Year in the Compliance Bureau, as of December 2, 56 CSHO's have been trained and released, 47 positions are in training or are vacant. In percentages, 54% are released and 45% are either being trained or the positions are vacant. Allen told team members the Director's Office is preparing a one page summary for HR detailing retention difficulties with salary inequities between private and public sector employers.

Kevin Beauregard is at the OSHSPA board meeting in Nashville, TN for the next 2 days helping to finalize the agenda for the combined OSHSPA/SOLO meeting in Phoenix, AZ February 9 and 10. Victoria Voight and Jane Gilchrist will be attending the Phoenix meeting along with Allen and Kevin.

Allen said he and Kevin will continue to attend district supervisor's meetings in 2016 to discuss items specific to supervisor's districts and bring news from the Raleigh office.

OSHA is in the final rule stage for a silica exposure standard. There is a proposed rule for an OSHA Beryllium standard. The comment period ended on November 5, 2015. A notice of proposed rulemaking was published in the Federal Register on August 7, 2015. In pre-rule stage for BBP, combustible dust and the prevention of back over injuries and fatalities.

As of now, North Carolina pays for 71% of our compliance program and 29% of our consultative program. The OSH Act originally set 50% federal funding for compliance and 90% for consultative services. The percentages are flipped for federal funding of the OSH North Carolina program, 29% to compliance and 71% to consultative services.

OSH submitted the 2015 State OSHA Annual Report on SOAR to OSHA this past month which listed our accomplishments. North Carolina still has the lowest recorded Injury and Illness and DART rates.

**Division/Bureau: Leadership/Administration**  
**Document Name: Leadership Meeting Minutes**  
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DOL Leadership Team Meeting Minutes

January 5, 2016

Page 3

Eighty OSH employees received increases for attaining certain professional certifications. Another 30 employees will be taking a sponsored ASP/CSP preparatory class next week.

Kim Morton, OSHA Area Director, began her Federal Annual Monitoring Evaluation (FAME) audit in December 2015.

Over the next few weeks OSH will host federal program auditors as they check to see if OSH followed our procedures last year.

The OSH Advisory Council will meet Thursday, January 14, 2016 in Mount Holly, NC. The agenda will include a quarterly update and 2 significant cases will be profiled, Bartlett Milling and one other.

Tuesday, January 19, 2016 the OSH Director's Office will meet with the North Carolina Justice Center and FAN representatives on poultry worker's conditions in North Carolina.

North Carolina will host the OSHSPA meeting September 20 and 21 in Wilmington.

2015 calendar year fatality inspections are currently at 41. There were 45 fatalities in calendar year 2014.

S&I Update: Phil Hooper gave an S&I Update. Elevator and Amusement Device Bureau has 1 supervisor position, 2 inspector positions and the engineers' position open. Interviews for the beginner inspector and supervisor positions will be held within the next 2 weeks.

Phil told team members Elevator is completing the last phase of the amusement automation project with help from Emily McGill (IT) and expects to launch by the end of the month.

Elevator will be participating in the N.C. Fair Association meeting to be held this week in Raleigh.

Phil said Elevator is looking into purchasing tablets for field inspectors and have tested 2 to date. He stated amusement automation and the tablets should streamline field inspection processes and provide historic data which will improve overall safety inspections.

Mine and Quarry Bureau has been notified by federal MSHA that they can now apply for this year's federal grant.

Steve Franklin, (M&Q) retired at the end of last year and M&Q is in the process of setting up interviews for applicants to fill the position.

**Division/Bureau: Leadership/Administration**  
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The Joint NCAA/MAQB Annual Conference is scheduled to be held March 30 through April 1, 2016 at Sea Trail in Sunset Beach.

Phil stated Wage and Hour has hired an additional investigator for the Western District. W&H has one opening in the Central District and one opening in the Western District. Both of the vacancies have been reposted. Phil said it is very difficult to attract qualified applicants for these positions.

Wage and Hour conducted a review of the Youth Employment Certificate processes, both paper and electronic procedures, in order to make improvements.

Wage and Hour also worked with the Legal Affairs Division intern to review the Wage and Hour Fact Sheets for improvements.

Wage and Hour continues ongoing meetings with DHHS to discuss issues with home health care agencies.

Jeremy Smith, (Boiler) earned his A endorsement and will be assigned duties as a commissioned inspector at a repair shop. It will take Jeremy one more year to become an authorized nuclear inspector.

Phil told team members Boiler has done a good job decreasing the backlog of boiler inspections.

Don Kinney, (Boiler) attended a training seminar hosted by UL in Durham about safe operations of boilers.

Boiler completed visual weld inspection training in November.

Dorothy Strickland and Tiffany Lathan, (EDB) attended the 1420 Whistleblower class in Chicago for OSHA.

#### Around the Room

Steve Sykes, (OSH) thanked Budget for their help with the audit.

Dolores Quesenberry, (Communications) told team members to expect an e-mail from Neal O'Briant requesting information for the annual report due in March.

Commissioner Berry is continuing her Lunch and Labor radio show with WHSA radio. Eursula Joyner will be her guest on today's show highlighting the Safety Awards Program.

Rex Edwards, (Publications) retired the end of December leaving Publications with 2 unfilled positions.

DOL Leadership Team Meeting Minutes

January 5, 2016

Page 5

Renathe Cotten, (HR) told team members Terri Harris, (HR) will be sending out information regarding the NCVIP system which will be released January 11, 2016. Terri and Angela Hamilton will be receiving on hands training on the system and will be available to answer any questions.

Tina Morris-Anderson, (IT) said IT has been working with Elevator and Amusement Device Bureau and with Wage and Hour on their IT needs.

The IDA program has been officially closed out. Evelyn Zoldak, IDA program manager, retired the end of December, 2015. Tina will be advertising to fill the position.

Brent Wood, (IT) will be sending out an e-mail to managers regarding IT bulk purchases.

Tina thanked bureau chiefs/division directors for their patience with the server migration.

Anne Weaver, (OSH-PSIM) thanked Commissioner Berry for her continued support of the military families' project. DOL sent four packages to DOL military families in December, 2015.

Wanda Lagoe, (ETTA) told team members ETTA would be holding an active shooter's class at the Zoo the first of March.

Gina Cullen, (Agricultural Safety Bureau), stated the Gold Star Growers' meeting is scheduled February 3, 2016. So far, 188 people have registered. Those registered include both single and double gold star growers. The meeting is limited to 224 attendees.

Kevin O'Barr, (Consultative Services) stated Consultative Services has sent out 826 letters to companies with High Experience Rate Modifiers. He said the SHARPE annual review begins February 1, 2016.

Tom Chamber, (Elevator) told team members a 10 year old escalator at Triangle Town Mall, experiencing problems with the down director unit, may be issued a shutdown order. Escalators of this and similar models across the country are having the same problems.

Elevator has 4 inspectors eligible to retire the first quarter of this year. Tom is meeting with Renathe to discuss increasing entry level pay in order to recruit more qualified applicants for positions.

The N.C. Fair Association meeting will be held Thursday and Friday at the Sheraton in Durham beginning at 10:00.

Tom stated Elevator's data base keeps growing. Increased fees may be necessary to generate more income.

The meeting adjourned at 11:30.

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