

DOL Leadership Team Meeting
October 6, 2015, 10:30 am
2nd floor CR, Labor Building

Attendees: Commissioner Berry, Tina Morris-Anderson, Jack Brinson, Art Britt, Nicole Brown, Terri Butler, Tom Chambers, Renathe Cotten, Gina Cullen, Mike Daniels, William Gerring, Jane Gilchrist, Jennifer Haigwood, Phil Hooper, Felicia Hoover, Robby Jones, Don Kinney, Wanda Lagoe, Tiffany Lathan, Allen McNeely, Kevin, O'Barr, Tommy Petty, Dolores Quesenberry, Christine Ryan, Steve Sykes and Anne Weaver.

Commissioner Berry: Commissioner Berry welcomed LT members. She said it has been 3 months since the last meeting on July 7th.

The Commissioner said fair season has arrived and she is looking forward to attending fairs around the state.

The Employee Appreciation Banquet is scheduled to be held November 5 at McKimmon Center. Due to budget constraints our last banquet was held in 2008.

The Commissioner stated she is happy the General Assembly finally went home. She told team members with many phone calls to legislators and much hard work the Mine and Quarry Division was left alone. Two agency bills, the Omnibus and Amusement Device bill passed.

Commissioner Berry said Reggie Matthews, ETTA, will be her guest this month on Lunch and Labor with Commissioner Cherie Berry on WSHA 88.9 FM in Raleigh. The topic is the department's Hispanic outreach.

Budget Update: Jack Brinson gave a Budget Update. Jack said he appreciated the opportunity to work with Dolores, ETTA and Reggie Matthews on two brochures dealing with protection of children against crime on the internet.

All state agencies have been operating under funding levels equivalent to FY2014-15 budget levels. The new state budget has now been approved, however the Office of State Budget and Management is still working on entering these figures so state agencies can see actual budgetary figures for FY2015-16. He stated these figures should be relatively close to the actuals, however there will be modifications to these figures in the near future.

Jim Baker retired from Budget last month. Budget is interviewing applicants to fill the vacant position. The position will be filled with an applicant who will work strictly with Elevator and Amusement Device.

Communications Update: Dolores told team members the State Fair begins October 15th. This year there will be no opening press conference as in the past. Instead, Monday, October 12 there will be a

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media day which will not be open to the public. The department will be allotted five staff members to attend this event. Dolores and Neal will be available to answer questions.

Dolores has been working with Jane Gilchrist to update the social media policy which will include all social media outlets.

Neal O'Briant is putting together a video for the Employee Banquet. Please send any pictures you would like included in the video.

The Commissioner's Christmas Open House will be held December 10 in Conference Room 205 of the Labor Building. Stephanie Young's group will be catering the event again this year.

The Labor Law posters are now copyrighted. The copyright will hopefully deter companies from stealing posters from our website to sell to businesses. The new posters will be available Friday, October 9.

Dolores told team members The News and Observer and The Charlotte Observer have interviewed Dolores and Christine Ryan. News stories will appear in the paper about the department beginning this weekend.

HR Update: Renathe Cotten gave an HR Update: She reported that HB495 has changed the 24 month probationary period to 12 months. Supervisors are now allowed to make selections from a qualified pool of applicants instead of HR selecting from the most qualified pool. Renathe stated in larger agencies Supervisors have already been screening applicants. Supervisors can review state applicants past or current performance reviews which will help in the recruiting process. RIF candidates, who decline job offers, lose all their rights as a RIF candidate. November 1 current employees will receive \$750 bonus pay.

Renathe introduced Terri Butler who filled the vacant position Alberta Hall previously held. Terri told team members she is happy to be working in the department. Terri is working on NCVIP along with Angela Hamilton as her backup. Terri has agreed to serve as EEO Officer for the department. Tina Morris-Anderson was previously the EEO Officer. Terri said the department's plan is in really good shape for 2015. Terri will hold EEO classes in November. HR will offer supervisor training classes for OSH in November and Elevator in December.

IT Update: Tina Morris-Anderson gave an IT Update. Tina told team members IT is preparing for the federal OIS interface with OSH Express. Brent Wood has a new position in IT and is now the business and technology applications analyst. Brent's main role will be to support OSH Express.

Tina reported the interface module was installed the end of August. IT is working with Budget and OSH currently hoping to wrap up by November or possibly the end of October.

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Emily McGill is working with Elevator to complete the interface module and also working with Wage and Hour in Charlotte.

Legislative Update: Jennifer Haigwood gave a Legislative Update. The legislature went home last Wednesday at 4:18 am. They will return April 27, 2016. The budget passed September 18 only 2 ½ months late. The department did well receiving a small budget reduction, smaller than the House and Senate proposed. State employees will receive a one-time \$750 bonus in their December paychecks. One bill did not pass on employee misclassification. The department has been directed to study whether the state should regulate zip lines.

The Employee Banquet will be held for the first time in seven years on November 5 at McKimmon Center. Jeff Wilson will be the Master of Ceremonies. The Employee Appreciation Banquet Planning Committee held several fund raisers to help keep the cost of the banquet low. Clyde Cooper's BBQ will cater lunch at a cost of \$3.00 per person, the same cost of the banquet lunch seven years ago.

Commissioner Berry is extremely excited to be able to personally present the superlative awards to employees at the banquet. The Employee of the Year will be selected, by committee, this coming Friday, October 9th.

Jennifer asked anyone wanting to donate items for door prizes to e-mail her. The recognition committee hopes to receive 20 to 25 donations for door prizes.

Art Britt issued a friendly challenge to other team members to donate items for door prizes. He stated items from the DOL Apparel sale would make great door prizes.

The annual Toys for Tots collection will kick off beginning Monday, November 16th.

OSH Update: Allen McNeely gave an OSH Update. Compliance supervisor's training will be held in Winston-Salem November 12 and 13 in place of the regularly scheduled supervisor's meeting. ETTA has finalized all the annual training for Tuesday-Thursday during All Employee Week November 3-5. The training will offer a little something for everyone; logging, combustible dust, welding, grain bin safety sampling techniques, machine guarding, pesticides, electrical safety, scaffolding and confined spaces.

Allen thanked Cory Dunphy, Marcy Collyer and ETTA for their hard work putting the training together.

Plans continue as to how to handle the number of reported hospitalizations and amputations OSH has received since January 1. OSH is adapting their procedures to go to places needing their attention. Those companies considered non-critical will be referred to Consultative Services Bureau and they will send letters of assistance to them. This way OSH is offering help to those companies wanting to know what OSHNC expects.

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OSHSPA is meeting the end of October in Baltimore, Maryland. North Carolina will host the meeting next fall, probably in September hopefully in Wilmington.

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CFOI numbers are up from 2013, 128 in 2014; 109 in 2013. BLS collected fatalities are up nationally to the highest level since 2008.

Kevin Beauregard and Allen continue their District Meeting tour. Plans are to go to Charlotte and Winston-Salem to make themselves available to different districts and employees for a Q&A.

Allen congratulated LaMont Smith and Star consultants on a very successful Star Conference with over 700 attendees.

Allen advised that the state of Maine is joining OSHSPA as a state plan state.

S & I Update: Phil Hooper gave an S & I Update. Phil told team members Elevator and Amusement Device is very busy with fair season. Emily McGill, IT, is assisting Elevator with program testing of a new program. Next week testing will begin on tab-based technology. This will help expedite report writing and will help with reference materials available on the tablets.

Phil is very happy the Mine and Quarry Bureau was not eliminated from the Department of Labor's budget by the legislature.

Three Mine Safety Conferences are scheduled and all will be held in West Virginia.

Steve Franklin and Dean Strickland are retiring this year. Due to pending changes in the alignment of some districts, decided to hold Ray Payne's position open.

Tiffany Lathan has a new administrative assistant.

Around the Room:

Steve Sykes said the federal OSH audit for FY2015 will soon begin. However, the results may not be available until next May.

Mike Daniels thanked all team members for allowing their employees to cover time slots at the department's State Fair booth. The booth requires 62 volunteers and all slots have been filled. The booth is located in the Scott building this year.

Tom Chambers said there are three roller coasters at the fair this year. Elevator is using Labor One as a base of operations. The camera atop Labor One enables inspectors to see all of the fair.

Tom Petty said since Labor Day week nine county fairs have been held. Over 350 amusement devices have been inspected. He thanked inspectors for their hard work.

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Jane Gilchrist said Carla Rose has been hired as Legal Affairs' new paralegal. Please stop by and introduce yourself to Carla and welcome her to the department.

Kevin O'Barr stated Consultative Services received a request from Apprenticeship to visit Apprenticeship contest at the State Fair to make sure all safety procedures are being followed.

Don Kinney said Boiler has their 3 day fall training scheduled to coincide with All Employee week.

Tiffany Lathan told team members she has four employees going to training in Chicago.

Anne Weaver said PSIM is wrapping up the public sector survey on injuries and illnesses with a few left to complete. OFIR is talking about adding another column for age comparisons and another column for pending fatalities.

Gina Cullen stated Ag Safety Bureau will be sending out tickets to the Gold Star Grower's Banquet this year. Included in the packet will be a copy of the Cultivator and of a hazard alert. Possibly 200 people may attend.

The meeting adjourned at 11.35.