

FEBRUARY 2021

LABOR N.C.

For all NCDOL Employees

FROM THE COMMISSIONER

I am so excited to start on this journey with you. I appreciate the warm welcome I've received from those of you I've already met, and I look forward to saying hello to many more of you over the coming weeks and months. We have much work to do together and I have already hit the ground running. In a changing and increasingly divisive time, each one of us can set a tone of civility that is lacking in our world.

With so many lives depending on what we do every day, the Department of Labor can be a model for all of North Carolina and for the rest of the country. COVID-19 defined our lives in 2020, and that hasn't gone away even as we turned the calendar to 2021. The pandemic will continue to affect our work here at the department, but we will get through this together. Our mission here at NCDOL is to foster a safe, healthy, fair and productive workforce – which is even more important during the pandemic. As I said at my swearing in, I believe the best way to do this is by listening to all stakeholders even those we disagree with and those who disagree with us.

I look forward to learning from each of you as we start this adventure together. In next month's edition, I plan to share more about myself and my background but, for now, let me introduce the basics. I'm a native of North Carolina – born and raised in the western part of the state. I currently reside in Nebo, a small town in McDowell County, with my wife, Valerie, and my daughter, Kennedy. I started my career in state government as a correctional officer with the N.C. Department of Corrections, now known as the Department of Public Safety. I also served as a McDowell County Commissioner and as a member of the N.C. House of Representatives for eight years, representing the 85th House district. I'm a proud graduate of Gardner Webb University and Appalachian State University. And now, I'm a proud member of the NCDOL family.

A handwritten signature in blue ink, appearing to read "Josh", is located at the bottom left of the page. The signature is stylized and fluid.

EMPLOYEE NEWS

- Our condolences to the family and friends of Ron Wells, who died Jan. 9. Ron retired from the N.C. Department of Labor in 2015 and served as an OSH district supervisor. **Link to obituary.**
- Our condolences to Kevin Beauregard, OSH director, and his family for the loss of his father, Rene W. Beauregard, who died Jan. 12. **Link to obituary.**
- Congratulations to Natalie Bouchard, communications, on the birth of her nephew, Ezra Forrest Miller-Bouchard, who was born on Jan. 13 in Boulder, Colorado.
- Congratulations to Matt Gruber, OSH West, for passing the Certified Safety Professional exam.
- Congratulations to Ushang Desai, OSH West, for passing the Certified Safety Professional exam.

NEW HIRES

- Josh Dobson, commissioner of labor, Raleigh
- Julie Ryan, Commissioner's Office, director of governmental affairs, Raleigh
- Susan Mullins, Commissioner's Office, executive assistant, Raleigh
- Erin Wilson, administration, special assistant for constituent and governmental affairs, Raleigh
- Arthur Richards, OSH West, OSHA safety officer, Winston-Salem

PROMOTIONS

- Michael Saye, OSH West, OSHA safety officer, Winston-Salem

TRANSFERS

- Dolores Quesenberry, Communications, information specialist, Raleigh
- Danielle Knowland, ASH, OSHA safety officer, Raleigh

SEPARATIONS

- Melissa Scally, Compliance East, OSHA industrial hygienist, Raleigh

RETIREMENT

- Cherie Berry, commissioner of labor, Raleigh
- Joyce Bulluck, Commissioner's Office, executive assistant, Raleigh
- Mike Daniels, communications, print shop manager, Raleigh
- Malee Vertucci, Wage and Hour, administrative specialist, Raleigh
- Leighton Dowdle, OSH West, OSHA safety officer, Winston-Salem
- Sybil Bray, Consultative Services, OSHA safety consultant, Raleigh



A group of NCDOL employees attends a surprise retirement parade for Malee Vertucci, Wage and Hour, on Sunday, Jan. 10, in Raleigh.

February Birthdays!

3 Joseph Davis
3 Dan Draper
4 Kevin O'Barr
6 Mark Hutchens
8 Idelissa Perez
9 Russell DeShield
9 Kathy Dale
10 Jill Cramer
10 Selenia Genao
10 Kaye Thibodeaux
10 Ed Hardy

11 Angela Hamilton
11 Mark Taylor
13 Gideon LeConey
14 Wesley Herron
15 Deborah Samad
15 Jackie Tanner
16 Rose Gray-Shindler
16 Peggy Reme
17 Sarah Burns
17 Steven Burris
17 Glen Jenkins

17 James Washington
18 Jordan Atamaniuk
18 Betty Coles
19 Joye Clarence
22 Steve Able
22 Fleda Anderson
24 Paul Martin
24 Abigael Newton
24 Eric Smith
25 Derek Bailey
25 Kevin McGuire



HUMAN RESOURCES UPDATE

Need Legal Advice?

By Betty Coles, Human Resources

Our EAP offers us a free legal consult, per issue, per year, for any issue other than work-related. They will connect you to an attorney who specializes in the issue you have, and you can either visit them or consult by phone. EAP also offers an additional 25% discount off of any services you would like them to perform for you. This benefit is for you and any member of your immediate family.

Contact our EAP today with any questions: 888-298-3907.



WHATEVER YOU NEED, EAP IS THERE TO HELP.

Just call or log on to get started.

TOLL-FREE: 888-298-3907

WEBSITE: **www.mygroup.com**>My Portal Login>Work-Life

USERNAME: nclabor

PASSWORD: guest

Available any time, any day, your N.C. Employee Assistance Program is a free, confidential benefit to help you balance your work, family and personal life.

From the OSH Review Commission

By Felicia Gore Hoover, General Counsel, N.C. Occupational Safety and Health Review Commission

Gov. Cooper has appointed two new members to the Occupational Safety and Health Review Commission. Cheyenne N. Chambers of Charlotte has been appointed as a member at-large. Ms. Chambers is a lawyer at Tim, Fulton, Walker and Owen in Charlotte. Terrence Dewberry of Raleigh has also been appointed as a member at-large. Mr. Dewberry is the President of Amalgamated Transit Union Local 1328 and a bus operator for GoRaleigh Transit. Paul E. Smith of Durham served as a member at-large since May 2019 and has now been appointed Chairman. Mr. Smith is a partner at Patterson Harkavy LLP, with a civil rights, employment and appellate practice.

LEGAL AFFAIRS REMINDERS

By Jill Cramer, General Counsel

- Effective Dec. 18, **Legal Affairs is on the first floor of the Labor Building** where Communications was previously housed. Phone numbers will remain the same. Communications is now located on the second floor of the Labor Building.

Labor Department Adopts Parental Leave Policy

The N.C. Department of Labor will implement Executive Order No. 95, *Providing Paid Leave to Eligible State Employees*, effective today, Feb. 1. The executive order is applicable to state employees that qualify for paid parental leave based on the need to care for and bond with a newborn, newly adopted, foster or otherwise legally placed child.

The order grants an employee who gives birth four consecutive weeks for recuperation and recovery and an additional four weeks of intermittent leave for parental bonding. In addition, NCDOL will also offer eligible employees who are non-birth parents four weeks of intermittent paid parental leave for bonding. Qualifying employees will receive 100% of their regular pay while on leave.

“I’m excited to offer this much needed benefit to Department of Labor employees,” said Labor Commissioner Josh Dobson. “This will also help the agency with recruitment and retention of qualified employees and will make these positions more marketable to potential applicants.”

INSIDE NC LABOR

Be sure to check out NCDOL's *Inside NC Labor*, a podcast designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.

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Inside NC Labor is now available on YouTube, Spotify, Apple Podcasts, Anchor and Google Podcasts.

Episode 39 features newly appointed Communications Director Jennifer Haigwood. Alongside the Communications Division, consisting of Dolores Quesenberry and Natalie Bouchard, the three talk about what's coming up for the podcast and the department in the new year.

Podcasts are recorded over the phone as of March 31, 2020, in accordance with social distancing protocol.



What's New @Your Library

Online Resources

- **CPWR's Informational Webinar Series.** Upcoming and past construction-related webinars can be accessed from this webpage.
- **Cleaning of Cylinders Returned from Health Care Facilities During a Pandemic.** CGA Safety Alert.
- **Cold Stress.** NIOSH webpage.
- **COVID-19 Infographics.** Construction-related infographics produced by CPWR.
- **Cylinder and Cryogenic Container Issue Related to Cylinder Conversion and Filling During the COVID-19 Crisis.** CGA Safety Alert.
- **Jobs and Exposures That Increase Risk for Developing COPD Later in Life.** NIOSH Science Blog post.
- **NFPA Journal.** November-December 2020 issue.
- **Outdoor Heater Safety.** NFPA fact sheet.
- **Preventing Farmworker Exposure to COVID 19 in Employer-Provided Vehicles.** OSHA Alert.
- **Safety + Health.** January 2021 issue. NSC publication.
- **Ventilation in Buildings.** CDC page that discusses reducing the risk of COVID exposure.

New Books and Standards

- *Active Shooter/Hostile Event Response (ASHER) Program.* NFPA 3000-2021. NFPA, 2020.
- *Building Construction and Safety Code.* NFPA 5000-2021. NFPA, 2020.
- *Fire Code.* NFPA 1-2021. NFPA, 2020.
- *Flammable and Combustible Liquids Code.* NFPA 30-2021. NFPA, 2020.
- *National Fuel Gas Code.* NFPA 54-2021. NFPA, 2020.
- *Technical Rescue Personnel Professional Qualifications.* NFPA 1006-2021. NFPA, 2020.

New Periodicals

- *Professional Safety.* December 2020 issue. American Society of Safety Professionals, 2020. *Donated by Phil Hooper, Standards and Inspections.*
- *Safety + Health.* January 2021 issue. National Safety Council, 2020. *Donated by Wanda Lagoe, ETTA.*



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