

LABOR N.C.

For all NCDOL Employees
January 2018

From the Commissioner

I hope each of you had a wonderful break and are looking forward to 2018. Much was accomplished in 2017 and I look forward to working with each division to build on these accomplishments as we begin a new year.

With the launch of our new website in 2017, we have access to Google Analytics, which allows us to track page views in real time along with other statistics. Since launching on Nov. 13, for instance, the website has had 292,567 page views with visitors spending on average more than a minute on our website. It is interesting to see how many visitors are coming to our website on a daily basis and what they are seeking. A list of the top five page views is included on page 3 of this edition of *Labor N.C.*

This month, ETTA will mail out safety award applications to kick off the 2018 safety awards banquet season. The program has been in operation since 1946 and now extends to almost 5,000 participants. Last year we had record attendance and I am looking forward to working with Eursula Joyner, the safety awards coordinator, to build on this very important tradition.

I would like to conclude by thanking each of you who contributed toys to the department-wide annual Toys for Tots drive in conjunction with the U.S. Marine Corps Reserve. It is overwhelming each year to see the large number of toys displayed throughout the Labor Building. If you have not had time to watch the video prepared by Mary Katherine Revels, please take a minute to do so. It should warm all of our hearts to know that our efforts helped make a difference for so many needy families in North Carolina on Christmas morning.

Cherie



Jay Rouse, director of Government Affairs at N.C. Association of Electric Cooperatives, presents a check for \$500 to Lee Peacock, NCDOL Toys for Tots statewide coordinator, on Dec. 13 to support the 2017 NCDOL Toys for Tots Campaign. (L-R): Art Britt, chief of staff; Jennifer Haigwood, director of administration and governmental affairs; Lee Peacock and Jay Rouse.

Employee News

- Congratulations to Alan Fortner, ASH, on receiving the Public Sector MESH in October.
- Congratulations to DaQuan Holland and Jasmine on the birth of their first child. Their daughter Ava was born Dec. 16. DaQuan is a safety compliance officer and works out of the Charlotte field office.
- Paul Martin, Boiler, attended the National Board of Boiler and Pressure Vessel Inspectors "Authorized Inspector" commission course, and passed the final examination.
- Congratulations to Jill Warren, OSH Compliance West, for being awarded the Certified Industrial Hygienist Certification on Nov. 29, 2017. This highly respected certification is awarded by American Board of Industrial Hygiene to individuals who meet eligibility criteria and experience in industrial hygiene and have passed an examination.

- Our condolences to the friends and family of Edward Lewis, Jr., who died Jan. 1. Ed began working with NCDOL in December 1991. His most recent position was a safety standards officer with ETTA. View his obituary.
- Our condolences to the friends and family of Raymond Payne, who died Dec. 30. Raymond began working with NCDOL in September 1995. His most recent position was an inspector supervisor with Boiler Safety. View his obituary.
- Our condolences to the friends and family of Jeri Alice Cruz-Segarra, who died Dec. 3. She formerly worked as an investigator with REDB. View her obituary.

New Hires

- Brian Kemppainen, safety compliance officer I, OSH West, Charlotte
- Stephen Flannigan, health compliance officer I, OSH West, Winston-Salem

Separations

- Michael Humann, safety compliance officer, OSH East, Wilmington
- Jessica McBride, information officer, REDB, Raleigh
- Avram Siegel, health compliance officer, OSH East, Raleigh

Retirement

- Kenny Garner, inspector, Elevator, Central Area



Photo courtesy of Harriet Hopkins

Jessie McBride, REDB, being presented a certificate of appreciation for her work as an information officer for over two years. She is moving to the Department of Public Safety.

Upcoming Birthdays

1-2 Gregory Greene	1-15 Carlene Harris	1-24 Robert O'Neal
1-4 Rose Morgan	1-16 J.J. Bulluck	1-24 Melissa Bowman
1-5 Corey Partridge	1-16 Jermaine Dennis	1-25 Dee Bryant
1-6 Elnora Russell-Fields	1-16 Kevin Higham	1-25 Karissa Sluss
1-7 Kirby Atwood	1-19 Kristi Bryson	1-26 Lori Burns
1-12 Amanda Carroll	1-21 Paul Sullivan	1-26 George Calvery
1-12 Gerald Miller	1-21 Carra Herring	1-27 Leighton Dowdle
1-13 Amy Jaeger	1-23 Crystal Moss	1-28 Dorothy Strickland
1-14 Danny Mattfield	1-23 Dawn Beasley	1-31 Michelle Schmitt
1-15 Brandon Carter	1-23 Don Chapman	1-31 Tierra King
1-15 Steve Green		1-31 Francisco Rodriguez

Interim Time is Ahead

By TERRI R. HARRIS, EMPLOYEE RELATIONS SPECIALIST/EEO OFFICER

The new year is a great time to hit the reset button and take a look at the progress you've made toward your performance goals. Interim review time is fast approaching. Please remember to assess how well you are meeting the goals that you and your supervisor established at the beginning of this cycle. Document your progress up to this point on your NCVIP work plan by Friday, Jan. 12, 2018.

The interim review period will begin on Tuesday, Jan. 16, 2018. The NCVIP Core team will send more information by email the week of Jan. 8.

Tips for success:

- Track and document your work – even when you think your supervisor knows all that you've done, they are one person responsible for others. Be proactive in tracking and sharing your work.
- Ask for assistance – actively seek coaching, your success depends on you.
- Definitely request regular feedback – you always know where you stand and what you can improve.
- Share accomplishments – letting others know when you are excelling helps keep you motivated and engaged.
- Don't forget about the Core Values – review the core values packet, specifically the detailed criteria at the ratings level.

Proper Deductions for State Health Plan

Please check your December pay statements in Beacon to make sure you receive the proper deductions for your State Health Plan premium. The premium deduction for our January 2018 State Health Plan occurs in the December 2017 paycheck. NCFlex premium deductions for the 2018 plan year will begin in the Jan. 31, 2018, paycheck. You may view the SHP 2018 rate sheets on the SHP's website: <https://shp.nctreasurer.com/ActiveEmployees/Pages/Open%20Enrollment%20-%20Active%20Members.aspx>

If your State Health Plan premium is not correct and if you completed open enrollment, please contact Beth.Benson@labor.nc.gov (OSH employees) or Stacey.Thompson@labor.nc.gov (S&I, Administration employees). Please include as much information as possible and attach your enrollment confirmation sheet if you have it. You must notify HR no later than Jan. 15, 2018, if your December premium deductions are incorrect, and HR will have to submit an exception request on your behalf. The State Health Plan will not approve exception requests for employees that forgot to enroll, or that were prevented from enrolling on the last day due to vacations, illnesses, locked NCID accounts, etc. because we were given 32 days to enroll.

Top Page Views on www.labor.nc.gov

1. /workplace-rights/youth-employment-rules/youth-employment-certificate
2. /workplace-rights/youth-employment-rules
3. /laws-and-administrative-rules
4. /workplace-rights
5. /safety-and-health/publications/state-and-federal-workplace-poster-requirements/ncdol-labor-law

Toys for Tots Selfie Contest Winners



1st Place: Elevator and Amusement - Toys for Tom



2nd Place: Wage and Hour Grinch



Tie for 3rd Place: John Luckado



Tie for 3rd Place: Melissa Scally

Congratulations to Our Graduates

- Alexander Cushing graduated from Campbell University Winter Commencement Dec. 16. He graduated with a Bachelor of Science, Summa Cum Laude. Alexander is the son of Charity Locklear, Standards and Inspections.
- Morgan Brown, ETTA, graduated from East Carolina University Dec. 15. She graduated with a Master of Science in Occupational Safety.
- Yameer Raleick Sylvester Greene received a Bachelor of Science degree in Sports Studies from East Carolina University in Greenville. Commencement was held inside Minges Coliseum on Friday, Dec. 15. He is the son of Curtis and Eursula Joyner, ETTA.



Curtis and Eursula Joyner, ETTA, with their son Yameer Raleick Sylvester Greene on graduation day, Dec. 15.

Photo courtesy of Eursula Joyner



Photo courtesy of Morgan Brown

Morgan Brown, ETTA, poses in her cap and gown on graduation day, Dec. 15.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

Library Resources Page

http://10.35.133.11/etta_one_stop/listingDetails.cfm?&catid=16&subcatid=201

This page has been updated to include a link to the ANSI IBR Standards Portal site which includes free online access to many consensus standards incorporated by reference.

The library's standards list has also been updated to reflect new titles and editions.

New Print Titles

- *ASME Boiler Pressure Vessel Codes* (2015 ed.) ASME, 2015. Donated by Cliff Dautrich, Boiler.
- *Control of Hazardous Energy Lockout, Tagout and Alternative Methods* (ANSI/ASSE Z244.1—2016) American Society of Safety Engineers, 2016.
- *Grinding Machines* (ANSI B11.9—2010(R2015)) B11 Standards, 2015.
- *Injury Facts* (2017 ed.) National Safety Council, 2017.
- *Internal Combustion Engine-Powered Hand-Held Chain Saws...* (ANSI/OPEI B175.1—2012) Outdoor Power Equipment Institute, 2012.



- *On Site Emergency Response Planning Guide* (2nd ed.) National Safety Council, 2011.
- *Rules for Commissioned Inspectors* (NB-263 (RCI-1)—2015) National Board of Boiler and Pressure Vessel Inspectors, 2015. Donated by Don Kinney, Boiler.

New Periodical Issues

- *NFPA Journal* (Nov.-Dec. 2017) National Fire Protection Association, 2017.
- *National Board Bulletin* (Fall 2017) National Board of Boiler and Pressure Vessel Inspectors, 2017.
- *Safety+Health* (Nov. 2017) National Safety Council, 2017. Donated by Kevin Beauregard, OSH.
- *Professional Safety* (Oct.-Nov. 2017) American Society of Safety Engineers, 2017. Donated by Kevin Beauregard, OSH.

Online FYIs

- *Evaluation of Fire and Rescue Services*
<https://www.osha.gov/Publications/OSHA3925.pdf>
- *Flu Virus Generated in Coughs and Exhalations* (NIOSH)
<https://blogs.cdc.gov/niosh-science-blog/2017/11/09/flu-coughs/>
- *NIH News in Health* (Dec. 2012)
<https://newsinhealth.nih.gov/2017/12>
- *National Framework for Personal Protective Equipment Conformity Assessment - Infrastructure* (NIOSH)
<https://www.cdc.gov/niosh/docs/2018-102/>
- *New Research on Worker Tobacco Use* (NIOSH)
<https://blogs.cdc.gov/niosh-science-blog/2017/11/16/tobacco-products/>
- *Shipboard Pedestal Crane Safety*
<https://www.osha.gov/Publications/OSHA3913.pdf>
- *Storm Cleanup* (ISEA Safety Equipment Resource Center)
<https://safetyequipment.org/storm-cleanup/>
- *Winter Weather*
https://www.osha.gov/dts/weather/winter_weather/index.html