

LABOR N.C.

For all NCDOL Employees
July 2018

From the Commissioner

In June I wrapped up the final radio show of *Lunch and Labor with Cherie Berry* on WSHA-FM, the radio station owned and operated by Shaw University. The show was ended due to the recent sale of the station that will transfer the 88.9 frequency to a more music-based format out of California.

I was originally contacted about having my own show on WSHA's Community Program series in 2012. I was honored to have been asked to be a part of the series and the timing was good as I was just beginning a third term and was ready to try something new and different.

The first show aired Jan. 8, 2013, and continued for more than five years airing on the first Tuesday of each month until the last show June 5, 2018. It was a bittersweet day, as we had to say goodbye to Nicole Gye'Nyame, the host, and staff members that we worked with over the years.

The radio show provided an opportunity to educate the WSHA listeners about the services we provide and the programs we administer, so I believe it was time well-spent. For those of you who may have listened, thank you for tuning in. For those of you who served as my guest, thank you for your time and commitment.

Some of the previous guests moved on to other agencies or retired, but I'd like to recognize those who are still with NCDOL who joined me over the years: Jennifer Haigwood, Kevin Beauregard, Phil Hooper, Scott Mabry, Wanda Lagoe, LaMont Smith, Eursula Joyner, Kevin O'Barr, Tom Chambers, Tommy Petty, Cliff Dautrich, Don Kinney, Christine Ryan, William Gerringer and Dolores Quesenberry.

I hope each of you has a safe and happy Fourth of July celebration with your family and friends.



Employee News

- Congratulations to Lauren Norton, ASH, on passing the Certified Safety Professional (CSP) certification examination, April 23, 2018.
- Our condolences to the friends and family of Van D. Preslar, who died June 19, 2018. Preslar was employed as the director of information technology for NCDOL, retiring with over ten years of service.
- Our condolences to the friends and family of Darrell Dye, who died June 10, 2018. Dye was a senior inspector with the Elevator and Amusement Device Bureau. He started as an inspector with NCDOL in 1999.

New Hires

- Faizan Khaja, health compliance officer I, OSH East, Raleigh
- Ed Hardy, safety compliance officer I, OSH East, Raleigh
- David Kasulka, safety officer I, ETTA, Raleigh
- Courtney Phillips, safety compliance officer I, OSH East, Raleigh

Separations

- Anita Henderson, administrative associate I, OSH East, Raleigh
- Melinda Boyette, administrative specialist I, OSH East, Raleigh

Retirements

- Ellen Allbritton, investigator, REDB, Charlotte
- David Poole, safety consultant, Consultative Services, Raleigh



Kevin O'Barr presents David Poole, Consultative Services, with the Order of the Long Leaf Pine for his service at NCDOL during a gathering, Wednesday, June 20, 2018.

The Retaliatory Employment Discrimination Bureau is losing its longest serving investigator, Ellen Allbritton, after 21.5 years of service. Ellen's last day is June 26, 2018. Ellen has handled hundreds of investigations during her tenure with the bureau and has been a support and teacher to many investigators who have come and gone over the years. Ellen plans to enjoy the mountains of western North Carolina, her family, her dog, and to engage in a variety of volunteer endeavors after retirement.

~Harriett Hopkins, bureau chief, Retaliatory Employment Discrimination Bureau

Upcoming Birthdays

7-1 Nick Vincelli	7-10 Beth Benson	7-21 Joey Godfrey
7-1 Emily McGill	7-10 Merton Cox	7-25 Deena Dickinson
7-1 Josef Hazelrigg	7-10 Nicole Brown	7-26 Jeremy Smith
7-2 Jo Ann Bell	7-10 Sheldon Joseph	7-28 Nelson Edwards
7-4 Carey Creech	7-11 Angela Leon	7-28 Shannon Council
7-5 Terri Burns	7-16 Jorane Thomas	7-29 Kathy Capps
7-5 Kathy Martorell	7-17 David Poole	7-29 Monica McCaskill
7-8 Angela Richardson	7-19 Karen Bogner	7-30 Randall Raborn
	7-21 Mildred Rivera	7-31 Amanda Keyes

HUMAN RESOURCES

NEWS FLASH

Organizational Core Value Change for 2018-2019 Performance Management Cycle

By TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

Our organizational core values are our guiding principles that define appropriate behaviors that set the tone for our work culture. For the next performance cycle we have replaced the Safety and Health core value with Ethics and Integrity. We will continue to promote a safe work environment and report and correct any unsafe situations, but it is also important that we incorporate honesty, transparency, and high ethical standards in all that we do.

The new organizational core values for the 2018-2019 performance cycle are:

- Accountability
- Customer Service
- Diversity and Inclusion
- Ethics and Integrity (begins 7/1/18)
- Quality
- Organizational Effectiveness (supervisors and managers)

Please remember that as you complete your annual performance evaluation for 2017-2018 that you will reference the current core values of:

- Accountability
- Customer Service
- Diversity and Inclusion
- Quality
- Safety and Health (valid until 6/30/2018)
- Organizational Effectiveness (supervisors and managers)

Helpful Tip: When you are in the values section you only see the values definition. You must click on “more information” to see the detailed ratings criteria for Meets Expectations, Exceeds Expectations, and Does Not Meet Expectation. You will want to align your comments and ratings with the ratings criteria, not only the definition.

The updated organizational values are available on the NCVIP link on our intranet.

Congratulations to Our Graduate

- Gabrielle “Gabby” Smith graduated on June 9, 2018, from Franklin Academy High School in Wake Forest. Gabby received honors as a North Carolina Academic Scholar Graduate and Global Language Endorsement. In addition, Gabby was an active member of the National Honor Society and she received an Outstanding Community Service Award for her more than 175 hours of community service. Gabby plans on attending UNC-Charlotte in the fall and major in psychology/child and family development. She is the daughter of LaMont Smith, ETTA, and Brenda Smith.



Pie Bake-off Wrap-up

Eight of NCDOL's best pie chefs competed for the department's Pie Bake-off held at the Old Revenue Building, Thursday, June 7. Third place went to John Luckado with his Peanut Butter and Salted Carmel Pie, while second place was awarded to Carter Grimes' Atlantic Beach Pie. Shannon Council was the winner with her Millionaire Pie. Other entries included, Banana Pudding Pie made by Jill Cramer, Chocolate Mint Cherry Ice Cream Pie made by Harriet Hopkins, Sopapilla Cheesecake Pie made by Carrie Shortt, Yum Yum Pie made by Jackie Tanner and Carolina Key Lime Cheesecake Pie made by Adriana Jordan. Special thanks to the three judges: Commissioner Cherie Berry, Phil Hooper and Scott Mabry. Also, special thanks to the Employee Recognition Banquet Committee and everyone who attended or worked to make it a success.



Pie Bake-off winners show off their ribbons with the three judges on Thursday, June 7. (L-R): Scott Mabry, Commissioner Cherie Berry, Shannon Council, Phil Hooper, Carter Grimes, John Luckado.

New Mobile Electronic Device Policy Effective July 1

BY JILL CRAMER, GENERAL COUNSEL

A revised Mobile Electronic Device Policy goes into effect July 1. The policy applies to all employees who are issued either a cell phone or tablet by NCDOL. The policy was revised to follow current statutory requirements, Office of State Budget and Management standards, to update terminology, to and standardize the format of the policy. It addresses employee and management responsibility, text/electronic messaging, prohibitions, and theft or loss of a mobile device. All division directors and bureau chiefs should review the policy with their employees, and have the applicable employees sign the new policy. Original signature pages will be maintained in the employee's personnel file in the Human Resources Division. Signature pages can be found on the intranet under "NCDOL Forms."

2018 Bad News Berrys' Softball Schedule



All games are played at the Dix Park at 5:45 p.m.

Monday, July 9

Monday, July 16

New Feature Added to NCDOL Website

BY WANDA LAGOE, ETTA BUREAU CHIEF

To assist employers with identifying the standards that apply to their worksite, ETTA developed a series of questions to help employers in this endeavor. The information can be found on the OSH landing page under “Applicable OSHA Standards” on our website. You will see questions asking which “Part” of the OSHA standards may apply. This includes 29 CFR Part 1904 – Recordkeeping standards, 29 CFR Part 1910 – General Industry standards, 29 CFR Part 1915 – Shipyard Employment, 29 CFR Part 1917 – Marine Terminals, 29 CFR Part 1926 – Construction standards, 29 CFR Part 1928 – Agriculture standards, and the North Carolina state-specific standards. After reviewing a summary of each Part, the employer will be able to decide which of them applies. If a Part applies, a link will take the employer to the subparts that are broken down into a series of questions as well. At this point, the employer will be able to identify the specific OSHA standards within the subpart that apply to them. This format is also followed for the state-specific standards to help the employer identify which standards apply to them.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

- *29 CFR 1910 & 1926...Standards (Jan. 2018)* Mancomm, 2018.
- *Earth-Moving Machinery-Object Detection Systems and Visibility Aids... (ISO 16001-2017)* International Organization for Standardization, 2017.
- *For Automotive Lifts- Safety Requirements for Operation, Inspection and Maintenance (ANSI/ALI ALOIM-2008(R2013))* Automotive Lift Institute, 2013.
- *Method of Testing Performance of Laboratory Hoods (ANSI/ASHRAE [STD] 110-2016)* American Society of Heating, Refrigerating and Air-Conditioning Engineers, 2016.
- *Occupational Health & Safety Management Systems--Requirements with Guidance for Use (ISO 45001: 2018(e))* International Standard for Organization, 2018.
- *Performance-Based Standards for Correctional Industries (2nd ed.)* American Correctional Association, 2002.
- *Safety Requirements for Full Body Harnesses (ANSI/ASSE Z359.11-2014)* American Society of Safety Engineers, 2015.



New Periodicals

- *NFPA Journal (May/June 2018)* National Fire Protection Association, 2018.
- *Professional Safety (March-May 2018)* American Society of Safety Engineers, 2018. Donated by Kevin Beauregard.
- *Safety + Health (March-May 2018)* National Safety Council, 2018. Donated by Kevin Beauregard.

New CD-ROMs

- *29 CFR 1926 Construction...Standards (Jan. 2018)* Mancomm, 2018.
- *29 CFR 1910 General Industry...Standards (Jan. 2018)* Mancomm, 2018.

Online FYIs

- *Construction Fatality Digest* (July-Sept. 2017)
<https://haslam.utk.edu/sites/default/files/ConstructionFatalityDigest23.pdf>
- *Electric Shock Drowning (ESD): A Hidden Killer* (NFPA)
<https://community.nfpa.org/community/nfpa-today/blog/2018/05/23electric-shock-drowning-esd-a-hidden-killer>
- *First Responder Confined Space Entry Fact Sheet* (NFPA)
<https://www.nfpa.org/-/media/Files/Code-or-topic-fact-sheets/FirstResponderConfinedSpaceFactSheet.pdf>
- *NFPA Journal* (May/June 2018)
<https://www.nfpa.org/News-and-Research/Publications/NFPA-Journal/2018/May-June-2018>
- *NIOSH Manual of Analytical Methods* (5th ed.)
https://www.cdc.gov/niosh/nmam/pdfs/NMAM_5thEd_EBook.pdf
- *NIOSH Research Rounds* (June 2018)
<https://www.cdc.gov/niosh/Research-Rounds/resroundsv3n12.html>
- *NIH MedlinePlus the Magazine* (Spring 2018)
<https://medlineplus.gov/magazine/issues/spring18/articles/toc.html>
- *Pyrotechnics Industry* (OSHA)
<https://www.osha.gov/SLTC/pyrotechnic/index.html>
- *Respirable Crystalline Silica - General Industry and Maritime* (OSHA)
https://www.osha.gov/dsg/topics/silicacrystalline/gi_maritime.html
- *Safe Forklift Operations* (OSHA)
<https://www.osha.gov/Publications/OSHA3949.pdf>
- *Safety + Health* (June 2018—NSC)
<http://www.safetyandhealthmagazine.com/publications/3-safety-health>
- *Trenching and Excavation* (OSHA)
<https://www.osha.gov/SLTC/trenchingexcavation/index.html>
Includes a new PSA and poster in English & Spanish.