

JULY 2022

LABOR N.C.

For all NCDOL Employees

FROM THE COMMISSIONER

July 1 marks the beginning of the new state fiscal year (FY). This year, the legislature is meeting for its “short session,” which is traditionally dedicated to adjusting the biennial budget that was adopted during the previous year. As of publication, the General Assembly has presented, but not yet voted on, a FY 2022-2023 budget. If the legislature approves the plan, the Governor must sign the bill before it becomes law.

Last year’s biennial budget included a 5% salary increase for most state employees, divided over two years. The first 2.5% was effective on July 1, 2021, and the additional 2.5% will become effective on July 1, 2022. This adjustment is automatic and does not depend on the adoption of this year’s adjusted budget. The pending FY 22-23 budget would include an additional 1% raise, for a total salary increase of 3.5%. I, along with Julie Ryan and Edgar Starnes, continue to advocate at the General Assembly for higher salaries across the board. I genuinely hope that the House, Senate and Governor will recognize this need and reward all of our state employees with additional benefits in the future.

Our staff also worked hard during the short session to advocate for policy changes to the Occupational Safety and Health (OSH) Act. These changes include increasing the maximum penalties for safety and health citations, as well as extending the statute of limitations for issuing citations resulting from OSH inspections. I am pleased that the OSH provisions are included in the proposed budget. We will notify you of all relevant changes once the budget has been approved by the General Assembly and Governor.

In addition to these legislative salary increases, I continue to look at ways to recruit and retain qualified staff. Effective June 17, I adopted the Governor’s Executive Order regarding personal observance leave which grants eligible employees the opportunity to observe a day of personal, cultural or religious importance each calendar year. This is one small way that I can show my appreciation and improve morale within NCDOL.

Finally, I hope you enjoy a wonderful Independence Day weekend. It is truly a blessing to live and work in a country that affords us the freedoms we all enjoy. Happy 4th of July!

Josh Dolson

EMPLOYEE NEWS

NEW HIRES

- Michael Johnson, Elevator and Amusement Device Bureau, elevator inspector, Fayetteville
- Indira Jagdeo, OSH East, compliance officer trainee, Wilmington
- Thomas Leggett, ASH, safety officer, Raleigh

PROMOTIONS

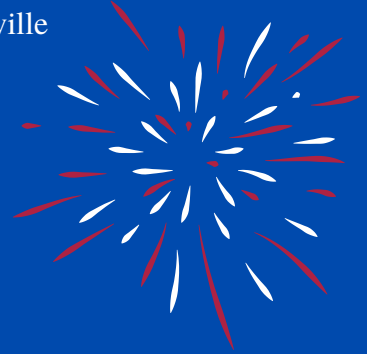
- Elizabeth Anderson, Wage and Hour, wage and hour investigator II, Raleigh
- Benjamin Teal, OSH West, OSHA health compliance officer II, Charlotte
- Jennifer Busick, OSH West, OSHA health compliance officer I, Winston-Salem
- David Bailey, Employment Discrimination Bureau, employment discrimination investigator, Raleigh

RETIREMENT

- Kathy Dale, Financial Services Division, procurement specialist III, Raleigh

SEPARATIONS

- Carey Creech, Elevator and Amusement Device Bureau, elevator inspector, Raleigh
- James Bartolovich, OSH West, OSHA safety officer, Charlotte
- Tonya Robertson, OSH East, administrative associate, Raleigh
- Cornelius Lloyd, Elevator and Amusement Device Bureau, elevator applications and records coordinator, Raleigh
- Frank Clark, Elevator and Amusement Device Bureau, elevator inspector, Candler
- Dawn Eason, Elevator and Amusement Device Bureau, administrative specialist supervisor, Raleigh
- Melissa Bowman, Wage and Hour, wage and hour investigator, Raleigh
- Stacy Murtha, OSH East, administrative specialist, Wilmington



July Birthdays!

1 Joey Hazelrigg
1 Emily McGill
1 Nick Vincelli
2 Jo Ann Bell
2 Dennis Brown
3 Carla Delgado
5 Dawn Eason
7 Julie Ryan
8 Susan Mullins
10 Beth Benson
10 Nicole Brown

10 Sheldon Joseph
11 Angela Leon
13 Tracy Perry
15 Caitlin Wood
16 Isabel Espinosa
17 Skyler Allen
17 Dwight Currence
19 Karen Padgett
21 David Gary
21 Joey Godfrey
21 Mildred Rivera

25 Robert Tipton
26 Jeremy Smith
27 David Bobo
27 Jennifer Busick
27 Dianne Daniels
27 Christina Morales-Bebrin
28 Shannon Council
28 Nelson Edwards
29 Kathy Capps
29 Tyrone Taylor
30 Randall Raborn
31 Amanda Keyes



HUMAN RESOURCES UPDATE

Your MYgroup EAP

By Angela Hamilton, Human Resources

Be sure to check out the benefits available to you through your MYgroup EAP. After logging into the work-life section online, you will find resources on parenting, aging, balancing, thriving, working, living and many other topics.

Your EAP administered by MYgroup is available to all NCDOL employees. This service is free and confidential. It is available 24 hours a day and can help in all areas of life. It includes up to three free counseling sessions as well as referrals for specialized services.

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

Performance Management Update

By Angela Hamilton, Human Resources

The annual performance evaluation (APE) task is in full swing and will be with the employee at step 1 for completion through July 4. Please be sure to complete your self-rating before then. On July 5, supervisors will be able to access the evaluations for their employees. The planning task for our new cycle starting July 1 will also be launching soon. I will be sending informative emails throughout this process. If you have any questions about any of these tasks or NCVIP contact me at 919-707-7734 or at angela.hamilton@labor.nc.gov.

CONGRATULATIONS

Grace Pike graduated from Leesville Road High School on June 13, 2022. She's the loveliest, sweetest joy ever. Grace will be taking a half semester off from school to recover from the effects of the pandemic. After that, my hope is she will pursue something in one of her talents, such as video and music editing. She could make awesome trailers for movies! Grace is the daughter of **Fleda Anderson, Consultative Services**.

What's New @Your Library

Online Resources

- **4 Mental Health Resources for Employers.** USDOL blog post.
- **Catastrophic Workplace Event: It Could Happen to You.** Recorded webinar posted on NSC's Safety + Health YouTube channel.
- **Evaluation Of Occupational Exposure To Opioids In A City Police Department.** NIOSH HHE Report No. 2018-0015-3383.
- **Evaluation of Occupational Exposures to Opioids, Mental Health Symptoms, Exposure to Traumatic Events and Job Stress in a City Fire Department.** NIOSH HHE Report No. 2018-0015-3384.
- **NIH News in Health.** June 2022 issue.
- **Protect Workers When Lightning Strikes.** Article in May 2022 issue of NSC's Safety + Health magazine.
- **Protecting Workers during Lashing Operations.** OSHA Fact Sheet.
- **Pyrotechnics Industry.** OSHA Safety and Health Topics webpage.
- **Safety + Health.** June 2022 issue.

Online Resources Cont.

- **Working in Hot Weather.** CPWR resources webpage.
- **Workplace Deaths from Weather and Atmospheric Conditions.** USDOL-BLS The Economics Daily (TED) article.

Books

- *29 CFR 1910 OSHA General Industry Regulations & Standards.* Call #: KFN 7735 .A42 2022. Mancomm, 2022. Donated by OSH-ETTA-Standards Section.
- *29 CFR 1926 OSHA Construction Industry Regulations & Standards.* Call #: KFN 7736 .C65 A24 2022. Mancomm, 2022. Donated by OSH-ETTA-Standards Section.
- *Safety and Health Metrics and Performance Measures.* Call #: ANSI/ASSP Z16.1-2022. ASSP, 2022.

Periodical Issues

- *OH&S.* June 2022 issue. 1105 Media Inc., 2022.
- *Safety + Health.* June 2022 issue. National Safety Council, 2021. Donated by Wanda Lagoe, OSH-ETTA.



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Inside NC Labor

