

From the Commissioner

I hope each of you had a fun and safe Memorial Day weekend. Before the traditional kick-off of pool season, the OSH Division issued a timely hazard alert concerning pool safety designed to create additional awareness about electrical hazards in and around pool areas.

The hazard alert contains important information that will benefit all of us during pool season, so please take a minute to read the **alert** and be sure to share it with your network of family and friends.

I am excited to announce the return of the Bad News Berrys, our state government co-ed softball team, after being absent for the last two seasons. The team is made up of 20 players from NCDOL and an additional 13 players from the N.C. Department of Insurance, and we are glad it is back. The team is co-coached this season by Mary Katherine Pegram and Jason Tyson from the Communications Division. I'd like to thank Mary Katherine and Jason for stepping up to help resurrect the team!

The BNBs had their first game on May 16 against the Auditors office and it looks to be a very competitive outfit for this season. All games are played at the Dorothea Dix campus in Raleigh. If you'd like to head out and support the team, please take a look at the game schedule on page 3. Go Team Go!



Employee News

- Forrest Wilson (son of Publications employee Jeff Wilson) has been cast in the UNCG fall production of the Shakespeare comedy "*As You Like It*" and he will co-Direct the Clayton Youth Theater's 10th anniversary summer production "*Little Shop of Horrors*."
- Congratulations to Lisa Rayborn, OSH Compliance West, on the birth of her son. Ryland Gauge Collins was born May 17, weighing in at 8 lbs. and 5.5 oz.
- Congratulations to James Cook, OSH Compliance, on receiving the Construction MESH.
- Congratulations to Jay Wood, OSH Compliance, on receiving the Public Sector MESH.
- Congratulations to Scott Karriker, OSH Compliance, on receiving the Construction MESH.



Ryland Gauge Collins, son of Lisa Rayborn, OSH Compliance West

- Congratulations to Andy Sterlen, ETTA, on completing all requirements to receive the OSH Construction Safety School (OCSS) designation. The OCSS is a designation that was established by the N.C. Department of Labor's Occupational Safety and Health Division to encourage OSH employees to expand their construction expertise. The program consists of 12 advanced construction modules scheduled through ETTA on an on-going basis. By attending OCSS Modules, employees can work toward the OCSS designation while expanding their expertise in the construction field. Employees must complete a minimum of six modules, have completed all of the OSH core courses and be a career state employee at the time of completion. Once an employee has completed all requirements, they will receive a certificate recognizing their achievement in completing the program.

New Hires

- Danielle Knowland, safety compliance officer, OSH West, Winston-Salem
- Michael Humann, health compliance officer, OSH East, Wilmington
- Merville Forrester, safety compliance officer, OSH East, Raleigh
- Avery Horton, accounting technician, Budget, Raleigh
- Jorge Cardona, inspector, Elevator, Mecklenburg County
- Jason Coston, safety compliance officer, OSH East, Raleigh
- Monica McCaskill, health compliance officer, OSH East, Wilmington



Art Britt, chief of staff, presents Tiffany Lathan with the Order of the Long Leaf Pine on Wednesday, May 31, 2017. Lathan retires with 30 years of service to the state June 1.

Retirement

- Tiffany Lathan, bureau chief, Employment Discrimination, Raleigh

Separations

- Ricky Barnes, investigator II, Wage and Hour, Raleigh
- Carl Hunter, safety education specialist, ETTA, Raleigh
- Jackie Stump, graphic artist, Publications, Raleigh

Upcoming Birthdays

6-2 Eric White	6-11 John Saunders	6-22 Carl Burgette
6-3 Celestine Chestnutt	6-11 William Long	6-23 Lakisha Cameron
6-4 Martina Gonzales	6-12 Bruce Miles	6-24 Michael Hayhurst Jr.
6-5 Rusty Jones	6-16 Laura Crawford	6-26 Carla Rose
6-5 Carl Burton	6-17 Tom Hardesty	6-28 James Spigner
6-6 William Gerringer	6-17 Asongtia Fombin	6-28 Jovonah Weeden
6-7 Renathe Cotten	6-18 Reginald Matthews	6-29 Stacey Thompson
6-8 Ben Harris	6-18 Morgan Brown	6-29 Robert Jones
6-8 Jason Tyson	6-20 Stephanie White	6-29 Terry Putek
6-9 Christina Brown	6-20 Brittany McCray	6-30 Darline Johnson
	6-21 Cheryta Mckoy	6-30 Twanette Haiser

All games are played at the Dix Park.

- **Wednesday, June 7 @ 5:45 p.m.**
- **Tuesday, June 13 @ 5:45 p.m.**
- **Tuesday, June 20 @ 5:45 p.m.**
- **Tuesday, June 27 @ 5:45 p.m.**

Summer, Summer, Summer Time

BY TERRI R. HARRIS, HUMAN RESOURCES DIVISION

It's officially summer 2017! A favorite season for a lot of us...longer days, trips to the beach, cookouts, vacation, school's out, and there's less traffic. Time to sit back and unwind. Well, almost. The beginning of summer also marks the ending of the current performance cycle and a time to reflect on the results of your own performance. Woo-hoo!

Actually, annual performance evaluation time is not so bad when you think about it in terms of being able to minimize the inevitable stress that accompanies this time of year. And how do we do that? We put together a few strategies to help alleviate the small amount of stress that we may get while having to do self-evaluations and in anticipating the appraisal meeting with our supervisors.

Reflect, Prepare, Gather

If you have had interval performance review meetings throughout the current performance cycle, you have a head start. Consider the discussions and feedback (positive and constructive) that you had with your direct supervisor and any third party feedback and interactions, and include that information in your self-appraisal.

Don't be Shy

Pump up your accomplishments and, if applicable, document those extra miles that you journeyed in effort to do more than your best. Make a list of those things to communicate your value during your self-evaluation task and in the appraisal meeting discussion with your supervisor.

Making Lemonade

We often prepare for the appraisal meeting with apprehension while bracing ourselves to hear criticism. That's just what we do, but why not think about the things that we may receive criticism on and be ready to provide a non-defensive response. Or better yet, begin to improve in that area. There is no rule that says you cannot ask your supervisor what areas he or she feels that you can improve upon to help you with this.

Feedback is a Gift

Remember that getting feedback is a good thing and it promotes growth. Specific positive feedback keeps us motivated to do more of the same or better. Specific constructive feedback helps you improve and get to the next level. You definitely want to hear more than "you did a great job" at your appraisal meeting. You want to hear what it was that you did great and, also, what areas can be improved.

Now you can get started on your self-evaluation with confidence and the opportunity for a successful collaborative meeting with your supervisor. Annual performance evaluation time may never be your favorite summer time activity, but with the right mindset and preparation, the experience may be better than you expect.

Employee Recognition Banquet Planning Committee News

Make sure you check out the 2017 silent auction benefitting the Employee Recognition Banquet for an opportunity to bid on dozens of items! Popular items include homemade desserts, Nintendo Wii game system, homemade dog biscuits, surround sound system, jewelry, home décor items, artwork, downtown Raleigh parking spaces, NCDOL apparel, and lunch with Commissioner Berry. Log on to the intranet by visiting:

<http://10.35.133.11/ncdol-intranet/> and then click “Silent Auction” to participate. Place your bids by Monday, June 5 at 2 p.m.



Left: OSH Districts 5 and 6 supported “Red Nose Day” on May 25 to transform the lives of children in poverty! Front row (L-R): Ben Harris, Kristi Bryson, Rosanne Morgan, Kevin McGuire, Scott Lyle, Mark Pierce, Kirby Atwood, and Deena Dickinson. Back Row (L-R): Joe Harrill, Jackie Spangler, Deidre Duncan, Mike Saye, Sherry Phillips, Jim Dempsey, Harj Singh, Danielle Knowland, Donnell Sanders, Chris Oberst.

Right: The Western District of the Wage and Hour Bureau participated in “Red Nose Day” on May 25 which supports programs that keep kids safe, healthy and educated. (L-R): Michael Conway, Lori Burns, LaKisha Cameron, Deneen Clarke, Jorane Thomas, Taylor Cambron.



State Health Plan Important Information

If you cover dependents on your State Health Plan, you will soon receive a letter in the mail from the State Health Plan notifying you of an upcoming audit. Even if you have provided this information in the past to HR or to e-Enroll, you must provide it again to the State Health Plan during this audit period in order for your dependents to maintain coverage.

The State Health Plan conducts these audits every few years in an effort to make sure that all covered dependents are eligible to be enrolled in the State Health Plan. You will need to follow the instructions in your letter and provide the required documentation to the State Health Plan by July 31, 2017, or your dependents will be dropped from the State Health Plan.

If you have questions or concerns regarding this audit, or need assistance with uploading or faxing the information to the State Health Plan, please contact e-Enroll at 855-859-0966, or by email at SHPDependentAudit@benefitfocus.com.

Congratulations to Our Graduates

- Serenity Nicole Lyon is graduating from Holly Springs High School in June, and will be attending Wake Tech in the fall. She is the granddaughter of Amy Jaeger, Budget and Management Division.
- Whittney Wallace is graduating from pre-kindergarten. She is the granddaughter of Kirby Atwood, OSH Compliance West.
- Trevor Atwood is graduating from West Rowan High School this spring, and will be attending Catawba College in his quest for a professional baseball career. Trevor will be participating in American Legion baseball this summer in preparation for his Catawba debut. Trevor has outstanding academics combined with the love of baseball. Supported by his family cheerleaders, he looks forward to entering Catawba Collge this year. Trevor is the son of Kirby Atwood, OSH Compliance West.
- Tiffany Wallace is graduating from Winston-Salem State University with a Bachelor of Science in Nursing. She is the daughter of Kirby Atwood, OSH Compliance West.
- Hailey Morgan Harris graduated from the East Carolina University, School of Social Work on May 6 with a Master of Social Work degree. She is the daughter of Allison Edwards, OSH East.
- Hannah, Faith and Emily Hoover are graduating from Sanderson High School on June 10. They are the daughters of Felicia Hoover, OSH Review Commission.
- Meredith Jones graduated from the University of North Carolina at Chapel Hill on May 13 with a PhD. in Education in Early Childhood, Special Education and Literacy. She will join the faculty of University of North Carolina at Wilmington in August as an assistant professor in the Leadership, Policy and Advocacy in Early Childhood Program in the Watson College of Education. Meredith is the daughter of Robby Jones, OSH Compliance West.
- Noah Cramer graduated from the Appalachian State University, School of Business on May 13 with a Bachelor of Arts degree in Risk Management. He is the son of Jill Cramer, Legal Affairs.
- Autumn Wilson is graduating from West Johnston High School this spring, and will be attending East Carolina University in the fall to pursue a nursing degree. She is the daughter of Jeff Wilson, Publications.
- Robby Stephenson graduated from East Carolina University on May 5 with a Master of Science in accounting degree. He has taken and passed two parts of the CPA examination. Robby will begin a job with Grant Thornton, LLP, CPA firm on Nov. 1. He is the grandson of Shelby Stephenson, Human Resources.
- Julianne Frances Wells earned her Associate Degree of applied science in the physical therapist assistant program from Fayetteville Community College on May 19 with highest honors. Julie also earned her Bachelor of Science degree in Exercise Physiology from East Carolina University. She began full time employment as a physical therapist assistant on May 23 with Johnston Health in the rehabilitation department, physical therapy-orthopaedic acute care services in their Smithfield and Clayton locations. Julie is the daughter of Carol and Bob Wells. Carol works in the Education, Training and Technical Assistance Bureau.
- Colby Rayborn is graduating from Forbush High School this spring. He is the son of Lisa Rayborn, OSH Compliance West.
- Matthew Beck Quesenberry graduated from North Carolina State University on May 13 with a Bachelor of Science in Agribusiness Management and a concentration in biological sciences and a minor in environmental science. Matthew is currently working at the N.C. General Assembly. He is the son of Dolores Quesenberry, Communications Division.

- Jaraad Samad graduated from Appalachian State University on May 13 with a Bachelor of Arts, with Honors, in English, major in creative writing and minors in business and music. He is planning to become a screenwriter. Jaraad is the son of Deborah Samad, OSH Compliance.

What's New @ Your Library

By NICK VINCELLI, LIBRARIAN

New Print Titles

- *ASTM Masonry Standards for the Building Industry* (2015 ed.) ASTM, 2015.
- *Asphalt Paver: Safety Manual...* AEM, 2008.
- *Conveyors and Related Equipment* (ASME B20.1-2015) ASME, 2015.
- *Guide for Emergency Personnel* (ASME A17.4-2015) ASME, 2015.
- *Overhead and Gantry Cranes...* (ASME B30.2-2011) ASME, 2011.
- *Professional Safety* (April-May 2017) ASSE, 2017. Donated by Kevin Beauregard (OSH Admin.).
- *Safety Code for Elevators and Escalators...* (ASME A17.1-2016/CSA B44-16). ASME, 2016.
- *Safety+Health* (March-May 2017) National Safety Council, 2017. Donated by Kevin Beauregard (OSH Admin.).
- *Safety Hoists* (UL 1340—2016) UL, 2016.
- *Safety Requirements for Workplace Walking/Working Surfaces and their Access...* (ANSI/ASSE A1264.1-2017) ASSE, 2017.
- *Work Zone Safety for Highway Construction* (ANSI/ASSE A10.47—2015) ASSE, 2015.

Online FYIs

- *Distracted Driving Awareness Month Webinar*
https://www.youtube.com/watch?v=d9qO_hJ8ftI&feature=youtu.be
- *Fatigue Affects Every Workplace*
<http://safestart.com/fatigue-affects-every-workplace>
- *Health and Safety Practices Survey of Healthcare Workers*
<https://www.cdc.gov/niosh/topics/healthcarehsp/how.html>
- *NIOSH Research Rounds* (May 2017)
<https://content.govdelivery.com/accounts/USCDC/bulletins/19b7d44>
- *NIH News in Health*
<https://newsinhealth.nih.gov/>

- *Occupational Safety Health Network (OHSN)*
<https://tinyurl.com/lq6vmqb>
- *Safe+Sound Week*
<https://www.osha.gov/safeandsoundweek/>
- *Two Mining Deaths Within 24 Hours*
<https://arlweb.msha.gov/Alerts/January-Coal-MNM-Fatal-Alert-2017.pdf>
- *Using Total Worker Health® Concepts to Reduce the Health Risks from Sedentary Work*
<https://www.cdc.gov/niosh/docs/wp-solutions/2017-131/default.html>