

From the Commissioner

Each June, we include a list of graduates in the employee newsletter. This year, we have 12 students from our NCDOL family celebrating this major milestone in life. Marching down the aisle to “Pomp and Circumstance” to receive the coveted diploma on stage is a joyous and proud moment for students, parents, grandparents, extended family, educators and friends, but it can also be an emotional time.

Graduation is about closing one chapter in life and opening another. It is about thanking those who provided support and guidance through the sleepless nights, studying for exams, and all the other ups and downs students go through to get to that big stage. These graduates could not have made it without the guidance and support of others. It may have been a parent, a teacher, a professor, a coach, a friend or a sibling who provided that much needed support, during a critical time, that made all the difference and helped them persevere.

Some of the graduates may be leaving home for the first time. Foreign exchange students may be going back to their home country while others may be starting a new job in another city. Regardless of what the next steps will be, we know their lives are certain to change forever as they begin a new chapter in life. One thing that won’t change is their need for that continued love and support as they set out to accomplish new goals. So, congratulations to the class of 2018 and to all those who helped them get there. You did it!

Before closing, I’d like to invite all those who enjoy making pies to please consider contributing one for the Hotdog and Pie Fest scheduled for Thursday, June 7, in Raleigh. I will be one of the judges of the pie-making contest along with Phil Hooper and Scott Mabry. I am looking forward to sampling all the delicious pies and having some fun. I hope you will consider joining in on the fun and supporting the Employee Recognition Banquet Planning Committee. For more details, see page 4. I would love to see you there.



Employee News

- Congratulations to Bruce Pearson, Consultative Services, on passing the ASP certification exam, April 30, 2018.
- Congratulations to Israel Harden, granddaughter of Paulette Geddes, Research and Policy, for being selected from the top 100 candidates from all over North Carolina and the country to attend the 2018 Emerging Scholars Academy at N.C. State University this summer.
- Congratulations to Carrie Boring, Elevator, and Kevin Shortt, who were married Saturday, April 28, in Sapphire, N.C.
- Congratulations to Grant Quiller, OSH West, who was recently published, April 15, 2018, in *ScienceDirect* for his contribution to the study “Dietary flavonoids improve urinary arsenic elimination among Mexican women.”

New Hires

- Betty Morgan, processing assistant IV, ETTA, Raleigh
- Donna Roseboro, wage and hour investigator I, Wage and Hour, Charlotte

- Maria Rengifo, investigator, REDB, Raleigh
- Andrew Ellis, technology support analyst, Information Technology, Raleigh

Promotions

- Morgan Brown, industrial hygiene consultant, ETTA, Raleigh
- Joseph Long, OSHA safety officer II, ETTA, Raleigh

Separations

- Larry Watts, safety compliance officer I, OSH East, Raleigh
- John Saunders, industrial hygiene supervisor, OSH West, Charlotte
- Cameron Faulconer, safety compliance officer I, OSH East, Wilmington

Retirement

- Allan Greene, mine and quarry consultant, Mine and Quarry, Black Mountain



Commissioner Berry presents Allan Greene, Mine and Quarry, with a certificate of appreciation for his service at NCDOL during a luncheon, Tuesday, May 29.

Upcoming Birthdays

6-2 Eric White	6-13 Betty Morgan	6-23 Lakisha Cameron
6-3 Celestine Chestnutt	6-15 Jay Cronley	6-24 Michael Hayhurst
6-4 Martina Gonzales	6-16 Laura Crawford	6-24 Ralph Cumberland
6-5 Rusty Jones	6-17 Tom Hardesty	6-26 Carla Rose
6-6 William Gerringer	6-17 Asongtia Fombin	6-28 Jovonah Weeden
6-7 Renathe Cotten	6-18 Morgan Brown	6-29 Stacey Thompson
6-8 Ben Harris	6-20 Stephanie White	6-29 Terry Putek
6-9 Chanel Brown	6-20 Brittany McCray	6-30 Darline Johnson
6-12 Bruce Miles	6-21 Cheryta Smith	6-30 Twanette Haiser
	6-22 Carl Burgette	

HUMAN RESOURCES

NEWS FLASH

Culturally Speaking

BY TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

Have you ever experienced an interaction with someone and thought they're rude or our communication is a little off and didn't know why? Well, it could have been a cultural challenge moment. The way we communicate and interact is based on our cultural differences and we all bring something different to the diversity table.

Personal space: Personal space, that invisible bubble distance of 24 inches away from my being, and from yours. That's one of the first business etiquette lessons I learned. Culture plays a significant role when it comes to personal space. Some cultures like, Middle Eastern or South American, may get up close and comfortable where close proximity is considered socially acceptable.

You might notice the person you are interacting with keeps backing up while you try to contain the moving target to maintain the circumference of 24 inches. Back in the 1960's, Edward Hall, an American anthropologist, determined for Americans there were four invisible bubbles of space. I won't even get into that in this short article, but whether someone is all in your intimate space or there's the space of a car length between you, that tells me that Americans should have no problem paying attention to body language and picking up on cues, to adjust to someone's peri-personal space.

Not making eye contact: *Well, this person is paying me no mind. I'm just talking to myself.* If you have experienced having a conversation with someone who won't look directly at you, that may not be indicative of a lack of interest or understanding. Many Asian cultures do not practice "eye contact" often looking down and away from the person they are interacting with, especially if it is a person in a position of authority. Looking down is a form of respect and humbleness but someone of a different culture may assume or think this is being rude or even hostile. But in Asian and even Middle Eastern cultures this is a sign of politeness and respect.

Eye contact is expected in western cultures, like Europe and America, and is considered a basic essential to social interaction which shows interest and engagement. When we talk about active listening, making direct eye contact is at the top of the list. Eye contact is a sign of self-confidence and the lack of eye contact is seen as a lack of confidence or even an issue of trustworthiness or the lack of.

We're not talking wrong or right or how to get people to change. This is about being more aware of differences that are not always clear to us.

Bridging cultural gaps:

1. Using observation skills. Observe body language and how they are interacting with you. Don't make assumptions or let stereotypes kick in. Try to mirror and match the body language.
2. Appreciate differences and recognize that some cultures behave very differently.
3. Don't assume because someone represents or appears to represent a certain culture that they are an expert and know all about that culture. Respect the individual and their personal values and beliefs.
4. Be patient with yourself and with others.

You don't have to be an expert of everything that is diversity but you will foster and enhance positive relationships when you acknowledge and respect that people communicate in different ways and it makes you culturally aware.

The ERB Planning Committee presents:

Hot Dog Lunch and Pie Fest



Date: Thursday, June 7, 2018

Time: 11:30 am

Location: ORB 3rd Floor Conference Room

Details: Get 2 hot dogs with your favorite toppings, chips, and a drink for only \$7!

Stick around, because at 11:45, Commissioner Berry, Scott Mabry, and Phil Hooper will judge our first ever pie contest! If you haven't signed up to bring your favorite pie, there's still time! Sign up [here](#)!

After the contest, satisfy your sweet tooth. We'll be selling slices of pie for \$2.

Questions? Contact Carter @ carter.grimes@labor.nc.gov or 919-733-0364



Congratulations to Our Graduates

- Katherine Pike is graduating from Leesville Road High School in June, and will be attending Wake Tech in the fall with a plan to transfer to UNC or App State. She has expressed an interest in marketing, becoming a pilot/Air Force, and most recently, nursing. Katherine has a wide range of interests like her mother, Fleda Anderson, OSH Consultative Services Bureau.
- Xavi Lillo Ramon is graduating from La Salle Palma High School and Holly Springs High School, June 9, 2018. Xavi will be attending college in Mallorca, Spain, in the fall to pursue a Mechanical Engineering degree. He is the current exchange student and like a son of John Luckado, Research and Policy.
- Pascal Weinzierl is graduating from Liceo Classico Europeo Collegio Uccellis High School in Udine, Italy, July 15, 2018. Pascal will be attending college in Regensburg, Germany in the fall to pursue an Engineering degree. He is a former exchange student and like a son of John Luckado, Research and Policy.
- Brandon Darden graduated from Davie County Early College High School, May 19, 2018. Brandon will be attending college in the fall to pursue a Music Education degree. He is the nephew of John Luckado, Research and Policy.
- Dalton Cade Smitherman graduated from East Carolina University, May 4, 2018, with a Bachelor of Science in Construction Management degree. He began working, May 21, as a field engineer with Whiting-Turner. Cade is the grandson of Wanda Smitherman, Commissioner's Office.
- Carson Shaw Smitherman will graduate on from Charles B. Aycock High School in Goldsboro, June 12, 2018. He is the 2018 Valedictorian, an Honor Graduate, N.C. Scholar and recipient of the Math Department Award and CBA Athletic Booster Club scholarship. He will attend UNC-Chapel Hill (Honors College) in the fall and plans to major in Biology. Carson is the grandson of Wanda Smitherman, Commissioner's Office and the son of former OSH inspector, Heath Smitherman.
- Fletcher James Knowles will graduate from Fuquay-Varina High School, June 13, 2018. He is an Honor Graduate, member of the National Honor Society and Spanish Honor Society. Fletcher lettered in basketball as a member of the varsity basketball team. He will attend UNC-Wilmington in the fall and plans to major in Recreation, Tourism, and Sports Management. Fletcher is the grandson of Wanda Smitherman, Commissioner's Office.
- Thomas Dunphy has completed his high school studies and will graduate, June 1, 2018. Thomas was homeschooled and will continue his education this fall at Christendom College in Front Royal, Virginia, where he plans to study world history and play baseball. He is the son of Cory Dunphy, ETTA.
- Anastasia Destiny Goff is graduating from Cleveland High School with honors, June 8, 2018, and will be attending Johnston Community College in the fall and will transfer to UNCW to study Psychology. She is the daughter of Charity Locklear, Standard and Inspections Administration.
- Sierra Raye Lipe graduated from homeschool, May 19, 2018. She will continue to study cosmetology at Wake Technical Community College this fall. Her plans are to change the world one hair style at a time! She is the granddaughter of Sandra Allen, ETTA, and daughter of Traci and Brian Lipe.
- Tyler Sims graduated from Early College in High School in Hendersonville, N.C., May 12, 2018. That allowed her to receive her High School diploma and a two year Associate's Degree of Arts in College Transfer. She will be studying Elementary Education with a minor in Ministry at Montreat College in Montreat, N.C. She is the granddaughter of Sandra Allen, ETTA, and daughter of Libby and Dean Allen.
- Treyvon Judd is graduating from Athens Drive High School in June. He will be attending Wake Technical Community College in the fall in the Software and Web Development program. He is the son of Janie Judd, Boiler.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

- *ASP Prep Book 2018-2019 : ASP Practice Test questions... Trivium*, 2018.
- *Accident Prevention Manual for Business & Industry: Administration & Programs* (14th ed.) National Safety Council, 2015.
- *Core Jail Standards* American Correctional Association, 2010.
- *Industrial-Occupational Hygiene Calculations : a Professional Reference* (3rd ed.) Millenium Associates, 2017.
- *Ladders—Portable Reinforced Plastic...* (ANSI-ASC A14.5—2017) American Ladder Institute, 2017.
- *Performance Requirements for Protective (Safety) Toe Cap Footwear* (ASTM F2413-2017) ASTM, 2017.
- *Personal Protective Equipment—Protective Footwear* (ISO 20346: 2014 (E)) International Standards Organization, 2014.
- *Safety Requirements for the Use, Care and Protection of Abrasive Wheels* (ANSI B7.1—2017) United Abrasives Manufacturers' Association, 2017.
- *Self-Erecting Tower Cranes...* (ASME B30.29—2018) ASME, 2018.



New DVD

- *2018 NFPA 70E: Safe Electrical Work Practices* (DVD 787e) American Training Resources; 27 min.; 2017.

Online FYIs

- *2018 NFPA 70E: Updating Your Electrical Safety Program* (Brady/Safety+Health recorded webinar)
<https://www.youtube.com/watch?v=jBPPZQQGIIM>
- *Better Safety Conversations...*
https://www.osha.gov/safeandsound/docs/SHP_Better-Safety-Conversations.pdf
- *Building Safety Journal* (ICC)
<https://www.iccsafe.org/building-safety-journal/>
- *Fentanyl...* (NIOSH)
<https://www.cdc.gov/niosh/topics/fentanyl/healthcareprevention.html>
- *Mobilize Your Safety Plans for Improved Emergency Response* (Dude Solutions)
<https://www.dudesolutions.com/resource/mobilize-your-safety-plans-for-improved-emergency-response>
- *NIH News in Health* (May 2018)
<https://newsinhealth.nih.gov/2018/05>
- *NIOSH Research Rounds* (April 2018)
<https://www.cdc.gov/niosh/research-rounds/resroundsv3n10.html>
- *National Personal Protective Technology Laboratory* (NPPTL)
<https://www.cdc.gov/niosh/npptl/>

- *The Complete Safety Checklist eBook* (Predictive Solutions)
<https://tinyurl.com/yak2dqxs>
- *Protecting Workers During the Handling of Nanomaterials* (NIOSH)
<https://www.cdc.gov/niosh/docs/2018-121/default.html>
- *ReadyNC* (DPS mobile app)
<https://readync.org/EN/DOWNLOADAPP.html>
- *The Resource* (NC OSHR)
<https://oshr.nc.gov/about-oshr/resource-digital-magazine>
- *Safety + Health* (May 2018)
<https://tinyurl.com/yaf9hult>