DOL Leadership Team Meeting
June 3, 2014, 10:00 am
2nd floor Conference Room, Labor Building

Attendees: Commissioner Berry, Tina Morris-Anderson, Kevin Beauregard, Jack Brinson, Art Britt, Tom Chambers, Renathe Cotten, Gina Cullen, Mike Daniels, Cliff Dautrich, Val Eucare, Andy Frazier, Jane Gilchrist, Jack Given, Jennifer Haigwood, Phil Hooper, Wanda Lagoe, Tiffany Lathan, Allen McNeely, Dolores Quesenberry, Steve Sykes, Anne Weaver and Kevin O'Barr.

Commissioner Berry welcomed team members. WSHA radio will be broadcasting live the Commissioner's comments at the Raleigh Safety Awards banquet Friday, June 6, 2014. This will be the 20th banquet she has attended out of 30 Safety Awards banquets this year.

Commissioner Berry congratulated Jack Given on his upcoming retirement and thanked him for his leadership of the Boiler Division.

She stated Nancy Lipscomb had left the department for a promotional opportunity. The Commissioner congratulated Renathe Cotten who is the department's new Human Resources director.

The Commissioner stated the Governor has proclaimed June as Safety and Hazard Awareness month for all state employees.

Jack Brinson gave a Budget update. Jack told team members they are doing a great job on managing their budgets and spending within their budgeted amounts.

He reminded division directors, bureau chiefs and supervisors to submit their outstanding receipts to Budget by the deadline June 13, 2014. He stated after June 13, bills would not be paid out of this fiscal year's budget. Jack also stated any outstanding travel repayments must be made by June 13, 2014.

Any modifications made to state-owned vehicles or updates to telecommunications equipment (new phones or new tablets) should be reported to Jack.

Jack thanked division directors/bureau chiefs for allowing Colonial Insurance representatives to educate employees on programs offered to state employees.

By the end of the state fiscal year all time must be entered into Beacon and approved by supervisors for all DOL employees.

Renathe Cotten gave an HR Update. She stated performance work plans are due by Friday June 6, 2014. HR is cross-training their employees. Angela Hamilton is attending classes on retirement training and Stacey Thompson is attending training on recruitment.

Renathe stated all June timesheets must be keyed and approved by close of business on Thursday July 3.

Human Resources will be relocating their offices to the first floor space vacated by Apprenticeship and Training within the next two to three weeks.

Renathe reminded division directors/bureau chiefs that employees will need a release statement from their doctors in order to return to work.

Tina Morris-Anderson gave an IT Update. Tina told team members OSHA Express is up and running. She thanked all involved for their patience. Tina said Kevin Beauregard is working with other state plan states that have OSHA Express.

IT has almost completed their installation of new computers throughout the department. Tina appreciated all the kind words regarding her staff's performance.

Jennifer Haigwood gave a Legislative Update. She stated the General Assembly is back in town for the short session and should be finished by July 4. The Governor's budget requested a 2% reduction for DOL. The Senate passed their budget quickly, however, the House had their first budget meeting today and the subcommittee will meet Thursday or Friday.

The proposed Hazardous Drug bill has been worked on for about one year. The bill is currently in the Senate and has not been calendared yet. There are two bills proposing changes to the E-Verify bill, however Jennifer does not foresee them passing.

Jennifer stated the HVAC project is moving along nicely. She expects Human Resources to be moving permanently within the next two weeks to the space on the first floor vacated by Apprenticeship and Training Bureau. Once that move takes place the last phase will begin on the first floor. Jennifer stated what was supposed to be a 180-day contract has ended up being almost a year in August.

Allen McNeely gave the OSH Update. OSHA Express is up and running and everything is going well. Jon Helberg has been great to work with. Kevin Beauregard set up the first interface meeting with MN, SC, KY, and NC and federal OSHA's OIS team a couple of weeks ago.

The federal audit (2013 FAME) for the past year has come back from the national office. This is a good audit. There are three findings, eight observations: air monitoring/sampling consistency; classification of safety and health violations, etc. Our office worked with Kim Morton of the federal office in Raleigh and she has been very helpful.

There have been 16 fatalities from January to May of this year. Last year during this same time period there were 10.

Next Tuesday the annual Strategic Plan meeting will be held at the Lake Boone Trail office. The meeting will address special emphasis programs. Anne Weaver is helping with arrangements for the meeting.

Allen stated that lately federal OSHA has had an interest in tobacco farming safety and green tobacco sickness. Regina Cullen and Kevin Beauregard have had a conference call with the national office and with TN, KY and VA. North Carolina does 99.9% of activity. OSHA has gotten a massive quantity of information from us to answer congressional questions.

The injury and illness prevention program (I2P2) regulation has been scuttled by OSHA and rulemaking has been pushed into the future.

The Change To Win (labor federation) and former OSHA policy analysts are deeply disappointed in the lack of standards being set. Allen said "this regulatory agency can only do essentially one Reg at a time." Silica is getting attention (Beryllium, Communication Tower, Combustible Dust) all have been pushed back. Allen stated is there any wonder why Maine, Kansas and Montana are working toward state plan status which is more responsive to business and local needs.

Commissioner Berry stated North Carolina is a very unique state. There are only four Commissioners of Labor (GA, OK, PA and NC) elected by the people. North Carolina is the only state with an elected Commissioner of Labor and is also a state plan state. She thanked OSH for all they do.

Around the Room:

Jane Gilchrist told team members a Public Hearing on Boiler Rules was held this morning regarding allowing companies not to use an R stamp certified welder on certain pressure vessels. No member of the public attended.

Kevin O'Barr stated Consultative Services is doing fine. He stated they are fully staffed.

Andy Frazier thanked Jack Given for his outstanding leadership of the Boiler Division for the last 11 years. Cliff Dautrich will be the new bureau chief replacing Jack beginning July 1.

Jack Given told team members it has been a great 11 years and how much he appreciated his staff and working with DOL.

Anne Weaver said there will be a Strategic Plan meeting at the Lake Boone Trail office next Tuesday. She also told team members the Public Sector Survey began in May and so far they have had a good response.

Phil Hooper thanked everyone who worked on the OSHA Express for all their help. He stated Compliance has a large number of vacancies. He said there are not as many skilled applicants applying for vacant compliance officer positions and the private sector salaries are higher.

Gina Cullen told team members the first farm training session is scheduled the last Tuesday in June. The training will be held in Henderson, NC, Vance County.

Wanda Lagoe said there is a great deal of employee turnover in ETTA. She stated Jeff Wilson is working with ETTA on a billboard on heat stress.

Dolores Quesenberry stated the Friday, June 6, Safety Award remarks by Commissioner Berry will be broadcast live on WSHA radio.

Regina will be the guest in July on the WSHA radio with Commissioner Berry.

Dolores asked team members to send any ideas to Communications for the Labor Ledger.

Tiffany Lathan said everything is good in Employment Discrimination. She told team members Dennis Bruce and Nancy Truitt retired last month and she is expecting another retirement in October.

Tom Chambers stated the Elevator Apprenticeship Program is completed. Tom and Tommy will be traveling to Washington, DC Wednesday, June 4, and returning Friday, June 7. They will be attending a meeting for self-accreditation for amusement devices to obtain details on how to structure a program.

Steve Sykes told team members Thursday, June 5, 2014 will be the first softball game for the Bad News Berry's. DOL employees and employees from the Governor's Office and Industrial Commission make up the team. The Berry's first game will be played against the State Auditor's Office.

Art Britt said the HVAC project is taking longer because the contractor is installing additional equipment to boost the HVAC. Art told team members the extended time for the project includes installing new lights and ceiling tiles.

Val Eucare told team members the Wage and Hour Bureau has collected 1.6 million in back wages for the citizens of North Carolina. The bureau is interviewing to fill five investigator positions.

Kevin Beauregard stated he asked Tammy Higgins to look into the rate of turnovers in OSH positions for safety and health compliance officers. Tammy's research indicated there has been a 45 % turnover in safety compliance officers and a 20% turnover in health compliance officers. Kevin said the private sector is paying higher salaries the state cannot compete with.

Commissioner Berry closed the meeting by thanking team members and their staffs for all their hard work and their dedication.

The meeting adjourned at 11:00.