

**DOL Leadership Team Meeting**  
**July 13, 2016, 10:30 am**  
**2<sup>nd</sup> floor Conference Room, Labor Building**

Attendees: Commissioner Berry, Kevin Beauregard, Jack Brinson, Art Britt, Renathe Cotten, Mike Daniels, Cliff Dautrich, Lea Efird, Gary Franks, William Gerring, Jane Gilchrist, Jennifer Haigwood, Terri Harris, Kisha Holmes, Felicia Hoover, Sarah Beth Koonce, Chris Miller, Rachel Nixon, Lauren Norton, Kevin O'Barr, Tommy Petty, Dolores Quesenberry, and Anne Weaver.

Commissioner Berry welcomed team members. She stated since the last meeting, 30 NCDOL Safety Award ceremonies have been completed. The department presented 3,352 individual safety awards and 119 individual million hour awards. The highest Million Hour Award winner was Corning Communications in Hickory with thirteen million hours and the top Safety Award winner was Heritage Home Group in Lenoir with 47 consecutive years.

Commissioner Berry noted the 2016 Short Legislative Session has ended and the legislature has left town.

She thanked Gary Franks for accepting the position as the department's Acting IT Director.

Commissioner Berry briefly introduced summer interns, Rachel Nixon, Lea Efird, and Chris Miller.

Allen McNeely will be retiring after almost 39 years of state service, 15 of those years with the department. Commissioner Berry said it has been an honor and a privilege to serve with Allen.

Commissioner Berry told team members of her recent visit to Mountaire Chicken Plant in Lumber Bridge, NC. The plant is completely vertically integrated. It hatches its own eggs, produces its own feed and has its own trucking company. She stated the employee hazards are well-managed at the plant and it has its own free clinic.

Jack Brinson gave a Budget update. He stated the fiscal year ended June 30 and the department had \$32 million in expenditures, half of which is state supported. The department has \$2.3 million left in its budget and is at an 86% level of spending, largely due to lapse salary. The Governor has not yet signed this year's budget. It will take OSBM two to three weeks to implement the budget once it is signed.

Jack told team members he was sending information to them regarding reporting issues with state vehicles to Motor Fleet Management.

Dolores Quesenberry gave a Communications update. The North Carolina Department of Labor posters with the new OSHA rule, will be updated by August 10, 2016. OSH posters will be a different color,

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Wage and Hour posters will remain the same. A patch, with the updated information, will be provided on the website. Dolores stated Labor Law Posters are now copyrighted. Legal Affairs Division is working on a cease and desist letter to send to companies who contact employers and charge for NCDOL labor law posters without permission to use the copyrighted labor law posters.

Dolores told team members Kevin O'Barr will be the Commissioner's guest on the next WSHA Show. Tommy Petty, (Elevator) will be the Commissioner's guest in September and William Gerringer (Mine & Quarry) will be the Commissioner's guest in October.

Dolores stated the next "Cool Jobs" feature will be on the Boiler Safety Bureau. Dolores said there has been a great deal of social media activity. She encouraged members to like the department's posts on social media, Facebook and Twitter.

Dolores informed team members of a copyright issue with the department's Power Points. She stated they have been reposted with a blurb saying the NC Department of Labor produced them.

Jennifer Haigwood gave a Legislative update. She stated the department has three interns this year. Rachel Nixon, working with Governmental Affairs; Chris Miller, working with Legal Affairs and Lea Efirid working with ASH. All three of the interns will attend the Governor's reception Wednesday, July 13, 2016.

The Legislature left town July 31. The Budget passed, however the Governor has not yet signed the budget, but is expected to sign later in the week. One of the main provisions of the budget relating to the department is a one-time funding of \$300,000 for IT needs. Two vacant OSH compliance positions were eliminated. The General Assembly targeted positions left vacant for more than two years. The budget provides a one-time across the board raise of 1.5% for state employees and a 0.5% bonus across the board payable in October, merit-based bonuses, and a provision to allow agencies to cash out bonus leave.

Jennifer updated team members on the Zip Line bill, which passed one committee but did not receive any additional votes. The bill will likely become an issue during the 2017 Long Session which begins January 11, 2017. The E-Verify bill, which would have required a Labor Law poster change, did not pass.

Jennifer reminded team members the Employee Recognition Banquet is scheduled September 14<sup>th</sup>. Division Directors/Bureau Chiefs should have received forms to nominate employees for Superlative Awards. In order to streamline the process and place more value on the awards, the Field Employee Awards have been eliminated. The 5 Commissioner's Awards for Excellence in Service remain and the awards do not distinguish between field and office. Nominations will begin soon. LaMont Smith will emcee the banquet this year.

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Renathe Cotten gave a Human Resources update. She told team members salary adjustment dollars should be in June paychecks for about 120 DOL employees. She stated the classification moratorium will last until February and the 2015-2016 performance years is ending.

Terri Harris, (HR) stated there have been some changes to NCVIP training. The evaluation task opens July 15, 2016. DOL employees will receive an email from the vendor and will follow-up with agency information in the July 18<sup>th</sup> planning and task email. Terri advised everyone not to do anything yet. She stated general labs for hands-on training will occur next week and more dates will open depending on participation. She stated manager specific labs are also in the works and a customized DOL guide is being created to make it easier next time.

Gary Franks gave an IT update. Gary stated all data servers have migrated to DIT and IT is still doing some testing. He said there will be a network switch in the Labor Building the next day and in ORB later this year.

Gary told team members IT has a new programmer, Antonio Green, beginning work July 18, 2016.

Kevin Beauregard gave an OSH update. Kevin told team members the antineoplastic rule is now the standard.

Kevin said there was a small fire in the Asheville Office which caused some smoke damage.

Kevin stated Allen McNeely is retiring effective September 1, 2016 and Steve Sykes retired June 30, 2016.

US OSHA penalties have increased significantly. Kevin thanked Renathe Cotten for HR's work on the recent salary adjustments.

Kevin stated North Carolina will host the national OSHPA conference to be held in Wilmington in September, 2016. Six states have said they will not attend because of HB2. Kevin stated he expects approximately 75 attendees at the conference.

Eastern Compliance has conducted hazard recognition workshops with its employees and CSHO work plans have been updated with smart goals. Eastern Compliance is also interviewing to fill ten vacant positions. ETTA training has also been updated.

Regarding the bridge collapse at Wake Tech in November 2014, Kevin advised action is being taken against three entities.

**Around the Room:**

Don Kinney, (Boiler) said Boiler Safety is in the middle of a public awareness campaign and also working on a Cool Jobs video with Communications.

Dolores Quesenberry, (Communications) stated there have not been any inquiries from investigative reporters and Christine Ryan (Wage and Hour) recently gave a phone interview.

Kevin O'Barr, (Consultative Services) said he will be the Commissioner's next guest on the upcoming WSHA show.

Tommy Petty, (Elevator and Amusement) outlined some Elevator and Amusement problems in the West. He also stated a new inspector is starting work at the end of July. Charlotte has filled positions with three new and four certified individuals, and a new inspector was certified in the central area. Eastern B is full and Eastern A is still interviewing. Tommy said Powers may bring the tallest wheel to the State Fair and the tramway will be ready to inspect mid-September.

Felicia Hoover, (OSH Review Commission) said the OSH Review Commission has been busy.

Mike Daniels, (Publications) stated Publications has been very busy with the labor law posters.

LaMont Smith, (ETTA) told team members total attendance at the Safety Award Banquets this year has not yet been confirmed. He stated last year's attendance was over 3,800 attendees. Paula Michelle Evans has been hired as the new Star consultant. There were 150 Star sites this year, 7 are still pending, 21 Building Star sites, 102 Carolina Star sites, and 21 Public Star sites. He said there will be a Star conference September 14-16, 2016. There were 715 attendees at the conference last year. The goal for this year's Star conference is to reach 1,000 attendees. The theme of the conference is "Back to Basics." LaMont said some updates have been made to the Field Operations Manual.

LaMont told team members Tom Savage is retiring this year.

Anne Weaver, (OSH PSIM) stated PSIM has been very busy with the public sector survey as well as file disclosures for media requests.

Terri Harris, (HR) said the EEOC plan was approved for 2016.

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William Gerring, (Mine & Quarry) gave team members some NC Safety Council updates. He stated he briefed Aggregates Council on Mine and Quarry issues. William said there were no budget issues with the grant. He stated there were 7,000 miners trained last year.

Lauren Norton, (ASH) stated GAP training was held at the Leggett tobacco farm in Nashville, NC June 9, 2016. Lea Efird, (intern) did an excellent job helping with the training.

Kisha Holmes, (Wage and Hour) said the Charlotte office is conducting interviews for new Wage and Hour investigators.

Christine Ryan, (Wage and Hour) stated the Charlotte office is interviewing for three positions and the Raleigh office is interviewing for two positions.

The USDOL has created new overtime rules which change the salary threshold for exempt employees from \$23,660 per year to \$47,476 per year. Christine plans to visit Franklin and Sylva soon.

Rachel Nixon, (intern with Governmental Affairs) thanked everyone for giving her the opportunity to participate in the internship with NCDOL.

Cliff Dautrich, (Boiler) stated Don Kinney is a recent CPM graduate. Boiler has one vacant position.

Jane Gilchrist, (Legal Affairs) said rulemaking has been keeping the Legal Affairs Division busy. She stated she has enjoyed working with her intern Chris Miller.

Chris Miller, (intern with Legal Affairs Division) told team members the best part of interning at NCDOL is the people. Chris said he has experienced something new every day.

The meeting adjourned at 11:50 pm.