

From the Commissioner

Today, Jan. 31, we bid farewell to John Hoomani. John began working at the department in September 2001 as deputy general counsel. He was later appointed to general counsel and has served in that capacity for more than six years. I cannot thank John enough for his sound advice, strong leadership and dedication to the department over the years. John is a fine individual, and I know that he will be very successful in his private practice. I know you, as his colleagues, join me in wishing the Hoomani family all the best as they begin a new chapter in life.

We welcome Jane Gilchrist as John's successor. Jane will begin her role as general counsel Feb. 28. Jane is no stranger to NCDOL having worked several years in the Labor Section of the Attorney General's Office. Jane brings a wealth of legal experience, and I am delighted that she has decided to join the NCDOL family. Jane, Jennifer Chrisohon and Erin Gould will make an outstanding legal team.

As announced earlier, Mike Morrow has been appointed bureau chief for the Wage and Hour Bureau. Mike has a proven track record at NCDOL and has 30-plus years of experience dealing with Wage and Hour laws. I am confident Mike will do a fine job leading this group of dedicated employees. Please join me in congratulating Mike for his well-deserved promotion.

Mine and Quarry recently underwent an on-site review by the federal Mine Safety and Health Administration. I am happy to report the bureau received a glowing review. Not surprising because I know firsthand about all the good work the bureau does for mine safety.

We continue to review our fleet of state vehicles to make sure we are efficient in our travel, and we continue to manage our vacant positions in order to meet mandated reductions. Currently we have been asked to cut 3.5 percent from this fiscal year's budget, and I expect to hear from the governor that this percentage will increase. We will deal with whatever comes our way. All of you have done a fine job watching expenses. Keep up the good work.

Cherie

Employee News

- Congratulations to Erin Gould, Legal Affairs, for becoming certified to perform mediated settlement conferences for Superior Court cases.
- Congratulations to Carrie Boring on the birth of her son. Landon James Walsh was born Jan. 4 and weighed in at 7 pounds, 13 ounces, and 21½ inches long. Carrie works for the Occupational Safety and Health Review Commission.
- Congratulations to Chuck and Joyce Murdock on the birth of their granddaughter. Cadence Riley Routa was born June 27 to Matt and Kimberly Routa. She weighed in at 6 pounds, 6 ounces, and 18⅞ inches long. Chuck is a safety compliance officer with OSH Compliance East.

*Cadence Riley Routa, granddaughter of
Chuck Murdock, OSH Compliance East.*



New Hires

- Brian Scott, technology support analyst, IT, Raleigh.
- Lamont Baldwin, safety officer I, OSH Compliance East, Raleigh.
- Brent Wiley, health compliance officer trainee, OSH Compliance East, Raleigh.
- Cory Dunphy, health compliance officer trainee, OSH Compliance East, Raleigh.
- Melinda Jenkins, investigator I, Wage & Hour, Charlotte.

Separation

- John Hoomani, general counsel, Administration, Raleigh.

Congratulations to the Department of Labor!

The State Employees Combined Campaign has awarded the Department of Labor a 2010 Growth in Giving Award for its contributions to last year's campaign. The generous donations of DOL employees and retirees in 2010 increased by 14 percent over 2009! Thank you again to all who were able to participate in the 2010 SECC.

Tina Morris-Anderson

NCDOL SECC Coordinator

February Blood Drive Scheduled

A blood drive is scheduled for Feb. 9 from 9 a.m. to 1 p.m. in front of the Labor Building. Registration will be held in Room 249 of the Labor Building. You may sign up to donate blood by visiting this website: <http://www2.mysignup.com/cgi-bin/view.cgi?datafile=labor>.

Please bring a photo ID with you to registration. The state agency with the most donors will receive a pizza party for those donors. Please call or e-mail Stacey Thompson with any questions: (919) 733-6945 or Stacey.Thompson@labor.nc.gov.

Upcoming Birthdays

2-1 Chris McManaman	2-11 Angela Hamilton	2-19 Jeremy Putnam
2-4 Kevin O'Barr	2-11 Mark Taylor	2-19 Allen McNeely
2-6 Mark Hutchens	2-12 Blanca Acevedo	2-20 Terry Carroll
2-6 Rick White	2-13 Ellen Allbritton	2-22 Fleda Anderson
2-7 Bill Warner	2-13 Jack Brinson	2-22 Tom O'Connell
2-7 George Offe	2-13 Tom Chambers	2-23 Brian Burger
2-8 Pat O'Brien	2-15 Jackie Tanner	2-24 Kenny Caviness
2-8 Carl Weatherington	2-16 Rose Gray	2-24 Abigail Newton
2-10 Selenia Cepeda	2-16 Peggy Remé	2-24 Eric Smith
2-10 Granville Hayes	2-17 Clinton Rayfield	2-26 Dale Yarborough
2-10 Kaye Thibodeaux	2-17 Steve Burris	

What's New @ Your Library

By NICK VINCELLI, LIBRARIAN

Revised Audiovisual List

- <http://www.nclabor.com/lib/liblist.htm>

Spanish titles have been integrated into the list so they now appear next to the English titles (when a Spanish version is available).

New Print Titles

- *A Guide to Machine Safeguarding* (2010 edition). NCDOL/OSH, 2010.
- *Suggested Safety and Operating Procedures When Making Ammonia Refrigeration Plant Tie-ins* (IIAR Bulletin #107-1997). International Institute of Ammonia Refrigeration, 1997

Online FYIs

- *Digital Preservation Education for N.C. State Government Employees*

<http://digitalpreservation.ncdcr.gov/>

- *Green Job Hazards*

<http://www.osha.gov/dep/greenjobs/index.html>

- *Tobacco Smoke in the Workplace*

<http://www.cdc.gov/niosh/topics/tobacco/?source=govdelivery>

Changes to Leave Policies

Effective Jan. 1, 2011, there have been changes to some of our leave policies to include the vacation accrual rate and the ability to donate sick leave to approved voluntary leave recipients. Sick leave accruals remain the same. Below is a summary of the changes:

Vacation Leave Accruals (9000 Approved Leave)

Vacation leave accruals have increased by 10 minutes per month for all full-time employees and pro-rated accordingly for part-time employees. In the past new hires earned 7.83 hours a month from date of hire to two years of service and increased to 9.17 for two to five years of service. The new rate for all new hires from start date to five years of service will be 9.33 hours per month. All employees hired within the last two years will increase to the 9.33 hours per month accrual rate. The above chart shows the monthly and yearly vacation leave accrual rates.

Length of Service	Hours per Month	Days per Year
Less than 5 years	9.33 hours	14 days
5 but less than 10 years	11.33 hours	17 days
10 but less than 15 years	13.33 hours	20 days
15 but less than 20 years	15.33 hours	23 days
20 years or more	17.33 hours	26 days

Voluntary Shared Leave (VSL) Donations

In addition to donating vacation leave, a non-family member of a state agency may donate sick leave to a non-family member of a state agency under the revised policy.

A revised VSL donation form is now on the NCDOL intranet for use when donating to an employee. If you chose to donate to a state employee in another agency, please contact Renathe Cotten directly as this transaction requires a separate Beacon action to process.

A complete review of the policies can be found at www.osp.state.nc.us/manuals/man5.html

Please feel free to contact Human Resources at (919) 733-6943 if you have any questions.