



For All NCDOL Employees
September 2011

From the Commissioner

In August, the Bureau of Labor Statistics released the 2010 U.S. fatality figures. The CFOI data includes transportation fatalities and assaults and violent acts that the OSH Division does not investigate, but we like to review the figures each year and compare them to previous years. John Luckado with Research and Policy compiles the fatality data for North Carolina and submits it to BLS. The census provides a snapshot of where and how accidents are occurring in our state. I would like to thank John for tracking this very important information for North Carolina.

Based on the census, North Carolina had 134 workplace fatalities in 2010. What is interesting about the 2010 figure is that it is exactly 100 fewer fatalities than our state had in 2000. We should all be proud of the progress North Carolina has made over the past decade.

That said, however, this summer should serve as a reminder that safety and health requires constant attention. Workplace accidents and fatalities spiked in August. The heat was a factor, and we do believe the economy is taking its toll on workers as companies are trying to do more with less. While there is no doubt North Carolina's workers are safer today than they were yesterday, we will continue reaching out across North Carolina every day to build upon the safety and health culture we have fostered over the past decade.

I'd like to recognize and thank Hollis Yelverton and Kevin O'Barr with ETTA for their coordination of the OSH Division's post hurricane assistance to communities hit by Hurricane Irene. The OSH Division has temporarily suspended compliance to aid communities and help prevent careless accidents during cleanup efforts.

The following link was created to consolidate our safety resources to one page for the public to access. While in the midst of hurricane season, we would all benefit from reviewing the information. Here's the link: www.nclabor.com/hurricane_cleanup.htm.

On another note, we closed out the fiscal year in good shape. I would like to commend the entire Budget Division and each of you for exercising fiscal restraint during the state's economic crisis.

The Budget Division was audited over the summer, and we recently received the results from the assessment. The audit is a requirement the Office of State Controller's EAGLE program. The purpose of the assessment is to determine if key controls are functioning as intended and whether procedures are being followed. The results of the assessment found no control deficiencies and commended the budget staff for following procedures. Congratulations on a job well done. I know you will keep up the great work.

Employee News

- Arthur Schneller, OSH Compliance East, co-authored an article that appears in *The Journal of Safety, Health & Environmental Research*. "Externally Reported Occupational Health and Safety Data Among U.S. Manufacturing Firms" is available online at www.asse.org/professionalaaffairs-new/bosc/docs/MichaelBehmArticle.pdf.
- Our condolences to Sandra Hamm, Commissioner's Office, on the death of her husband, Roger Hamm, Aug. 8.
- Our condolences to Renathe Cotten, Human Resources, on the death of her father, Roy Yates Cooke, Aug. 20.

Note of Thanks

I wish to thank you for remembering me during the loss of my husband, Roger Hamm. Your telephone calls, cards, visits, and gifts of flowers and food meant so much to me during this time. Thank you for your support and friendship.

Sandra Hamm

New Hires

- MaLee Vertucci, information specialist, Wage and Hour, Raleigh.
- John Jaskolka, health compliance officer I, OSH, Wilmington.
- Ulysses Slade, safety compliance officer I, OSH, Wilmington.
- Jonathan Borntrager, health education and training specialist, ETTA, Raleigh

Job Changes

- Jeff Barnhill, from W&H investigator II to W&H supervisor, Wage and Hour, Eastern District.
- Jamie Meadows, from information officer to employment discrimination investigator trainee, EDB, Raleigh.
- Shannon Council, from processing assistant V to W&H chief office manager, Wage and Hour, Raleigh.

got philanthropy?

The Department of Labor's portion of the 2011 State Employees Combined Campaign (SECC) will run from Sept. 1 to Oct. 31. SECC Solicitors within each bureau are hard at work delivering SECC Campaign Guides and Pledge Forms. In addition, you can access information about SECC charitable organizations at www.ncsecc.org. The DOL SECC Campaign Coordinators are: Administration, Evelyn Zoldak; Standards and Inspections, Charity Locklear; OSH, Susan Haritos. Please notify a coordinator if you have not received your campaign materials by Sept. 7.

In 2010, the kindness of Department of Labor employees and retirees resulted in a total contribution of \$13,815. Federations and independent charities must meet rigorous standards for approval to participate in the campaign. More than 85 cents of every dollar contributed goes to the charitable organizations, saving them hundreds of dollars in fundraising costs. Your contribution, regardless of the size, goes a long way!

Thank you in advance for your generous participation!

Tina Morris-Anderson

2011 NCDOL SECC Department Executive

Together
we
make the
difference

Upcoming Birthdays

9-2 Gwen Williams	9-12 Todd McNoldy	9-20 Shelby Stephenson
9-3 Kisha Holmes	9-12 Joe Adams	9-23 Jacopo Wiggins
9-4 Danielle Knowland	9-13 Greg Sims	9-23 Jeri Cruz-Segarra
9-4 Bob Sine	9-14 Jonathan Wiley	9-24 Henry Moore
9-6 Charles Knox	9-15 Jennifer Haigwood	9-26 Carol Wells
9-7 Robin Odom	9-17 Gary Moore	9-28 Janet Rust
9-8 Dolores Quesenberry	9-18 Gary Hammer	9-29 Ed Geddie
9-8 Paulette Hernandez	9-18 Dean Strickland	9-30 Howard Walters
9-10 Brent Wood	9-20 Charity Locklear	

NCDOL Efforts After Hurricane Irene

The OSH Division sent employees to 31 counties to help people clean up from Hurricane Irene safely. Compliance will be temporarily suspended to aid communities and help prevent careless accidents during cleanup efforts.

After Hurricane Isabel in 2003, Labor employees saw people using chain saws near flooded roads and downed power lines, chain saw operators without personal protective equipment, and people on roofs and scaffolds without fall protection. OSH staff members have observed many of the same conditions following Hurricane Irene. The Department of Labor urges those cleaning up in their communities to work safely.

Kevin O'Barr worked with the State Emergency Response Team (SERT) before, during and after the hurricane to coordinate DOL's efforts. Hollis Yelverton, Doug Radford, and Eric Smith led a training session on Monday, Aug. 29, at the Lake Boone Trail office on the types of hazards that employees may encounter. Employees are passing out work gloves, hearing protection, safety glasses and hard hats along with storm-related publications such as Quick Cards.

Employees from East Compliance and Consultative Services started helping cleanup efforts in New Hanover, Pender, Duplin, Wayne, Lenoir, Greene, Wilson, Edgecombe, Nash, Halifax, Northampton, Bertie and Gates counties. The teams will add other counties when accessibility improves if equipment and personnel assets are still available.



OSH staff in Raleigh videoconference with other locations to discuss NCDOL efforts after Hurricane Irene.

Understanding the Lightning Threat

BY TOM SAVAGE, SAFETY STANDARDS OFFICER

Lightning is consistently one of the most frequent and deadly hazardous weather events that occur. Our understanding of the lightning event and its potential to cause us harm is often overlooked. Recognizing the danger in a timely manner and taking the proper steps to avoid the hazard should be foremost in safety planning. Here are a few things to consider in your safety discussions.

About Lightning

- North Carolina ranks fifth in the United States in lightning deaths.
- Lightning occurs in **ALL** thunderstorms, with most strikes taking place in the afternoon and evening.
- The Insurance Information Institute says about 5 percent of all insurance claims are lightning related and result in damages of more than \$1 billion annually.
- Lightning often occurs **PRIOR** to rainfall; in fact, some of the most frequent ground strike lightning can occur before it starts raining. **Make decisions to halt or alter activities because of the lightning threat, not just rainfall.**
- Lightning heats the air to an incredibly hot temperature. A lightning victim may suffer burns without actually being struck by the energy.
- Lightning can strike more than 10 miles from a storm, which means the storm may not be visible when the lightning strike takes place. Our area can have a limited horizon or view due to terrain, buildings, trees and other natural and man-made objects.

- Thunder is only audible at a distance of 6-10 miles. Anytime you hear thunder, precautions should be taken, even if you did not see the lightning.
- Single victims account for 91 percent of lightning accidents.

Lightning Safety

- Seek shelter at the first sign of lightning or thunder. Stay there until 30 minutes after the last clap of thunder.
- Keep away from tall objects including trees; metallic objects such as fences gates should also be avoided.
- A fully enclosed metal vehicle can provide increased protection.
- If caught outdoors with no other means of shelter, know the lightning safe position: put your feet together, squat down, tuck your head, and cover your ears.
- Indoor swimming pools should be treated in the same manner as outdoor pools.
- Avoid water, including sinks, showers and watering equipment.
- Avoid using hard-wired phones and other electronic equipment during lightning.
- Lightning victims do not carry a charge; call 911 and treat victims as quickly as possible.
- Know the difference between facts and myths.

Check out more information about lightning safety on the National Weather Service's website at www.srh.noaa.gov/jetstream/lightning/lightning_safety.htm.

NCDOL Adverse Weather Leave

We wanted to update you with information about the state's Adverse Weather Leave policy and how to record adverse weather leave in your Beacon ESS time records.

The code for Adverse Weather Leave in Beacon is 9545. At the Department of Labor, Commissioner Berry has designated each employee's direct supervisor with the authority to determine if conditions support an employee taking adverse weather leave.

All of the leave policies can be found in the State Personnel Manual in Section 5. Remember that the Personnel Manual is available through the Internet on the Office of State Personnel's website at www.osp.state.nc.us/ExternalHome/index.htm. The DOL Time and Attendance Policy is accessible on the intranet page (<http://intra2.dol.state.nc.us/Intranet/Deptproc/deptpolicies.htm>).

When offices are open during adverse weather or other conditions of a serious nature, it is the responsibility of employees to make a good faith effort to come to work and to communicate with their supervisor.

Employees not working in mandatory/essential operations who encounter difficulty in reporting for work or when leaving early should be permitted and encouraged to avail themselves of leave privileges. To cover absences, employees may elect to:

- Use approved leave (9000),
- Take leave without pay (contact HR), or
- Make up the time in accordance with the provisions outlined in the Adverse Weather and Emergency Closings Policy.

Time must be made up within 12 months from the occurrence of the absence. If it is not made up within 12 months, the appropriate leave must be charged, or leave without pay.

There are very few opportunities for such time to be made up without the employee working more than 40 hours during a workweek. Since hours worked in excess of 40 during a workweek would constitute overtime under federal regulations for non-exempt employees, it will be necessary for make-up work by non-exempt employee to be limited to the workweek in which the time is lost or in a week when the employee has not worked a full work schedule due

to such absences as holidays, vacation, sick leave, civil leave, etc. Non-exempt employees must have advance approval from their supervisor before making up time. Employees who volunteer to make up time on a holiday will not receive Holiday Premium Pay or equal time off with pay. Supervisors must approve working on a holiday to make up time.

Employees who are on prearranged approved leave (9000) or sick leave (9200) must charge leave to the appropriate account with no provision for make-up time. Adverse weather make-up is 9512 in Beacon.

When offices are closed or operations are curtailed due to emergency conditions such as a mandatory evacuation:

- Employees are not required to use leave or make up time.
- On a case-by-case basis, Commissioner Berry or her designee shall pre-approve all emergency closings within the scope of her authority.

The declaration of a state of emergency by the governor does **NOT** mean that state office/universities or other facilities are closed.

In summary, for the Department of Labor, Commissioner Berry has designated each employee's direct supervisor with the authority to determine if conditions support an employee taking adverse weather leave. Please don't hesitate to contact Human Resources if you have any questions.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

Revised Library Intranet Page

- <http://intra2.dol.state.nc.us/Intranet/Library/Library.htm>

This page has been updated to reflect the updated standards list.

New Titles

- *ASME Boiler and Pressure Vessel Code* (2010 edition). ASME, 2010. Donated by Jack Given, Boiler Safety Bureau.
- *Guide to Occupational Exposure Values* (2011 edition). ACGIH, 2011.
- *Safety Requirements for Steel Erection* (ANSI/ASSE A10.13-2011). American Society of Safety Engineers, 2011.
- *Slings ...* (ASME B30.9-2010). ASME, 2010.
- *TLVs and BEIs: Threshold Limit Values for Chemical Substances and Physical Agents ...* (2011). ACGIH, 2011.

New DVDs

- *BBP in Your World: Don't Risk It!* (DVD 711—English/Spanish/Portuguese). Coastal/Dupont; 18 min.; 2007.
- *Disposable Respirators: Exposure Control* (DVD 548—English/Spanish/Portuguese). Coastal; 11 min.; 2002.
- *Heads Up! Hard Hat Safety* (DVD 430—English/Spanish/Portuguese). Coastal; 19 min.; 1994.

Online FYIs

- *Chemical Hazards Emergency Medical Management*
<http://chemm.nlm.nih.gov/>
- *Grain Bins* (OSHA Hazard Alert)
http://www.osha.gov/Publications/hazard-alert_grain_bins.pdf
- *Heat Safety Tool* (OSHA Smartphone app)
http://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html
- *Using the Heat Index: A Guide for Employers*
http://www.osha.gov/SLTC/heatillness/heat_index/index.html