

## From the Commissioner

The 1.2 percent salary increase is reflected in this month's paycheck. While it is certainly not as much as each of you deserves, it is a step in the right direction. In addition to the pay increase, the General Assembly awarded state employees one extra week of vacation. The leave must be used between July 1, 2012, and June 30, 2013, or it will be lost. In the very near future, you will receive information from Human Resources designating a special leave code in Beacon. Click [\*here\*](#) to read the special leave provisions provided by OSP if you have not done so already.

The NCDOL budget, as most other agencies', was cut 2 percent or roughly \$316,000. We handled this reduction through a combination of three vacant positions, some salary reserve and miscellaneous operating expenses.

The E-Verify rules are in place and will take effect Oct. 1, 2012. Mike Morrow and his team will be responsible for investigating complaints for violations of the E-Verify law. I'd like to thank Mike Morrow and Val Eucare for their help with implementing this new program. I'd also like to thank Jennifer Haigwood for her assistance behind the scenes, Legal Affairs for their work on getting the rules in place and Tina Morris-Anderson for spearheading the E-Verify work group.

Please join me in congratulating 10 OSH employees who were recently designated as OSH Construction Safety Specialists: Bill Allen, Alan Fortner, Nancy Hall-Davis, Tom Hardesty, Ted Hendrix, Wanda Hughes, Bob Kastenhuber, Kay Knezevich, Lee Peacock and Bruce Pearson. This designation signifies completion of the OCSS Program by completing six OCSS modules as well as core OSH courses designed to advance safety and health knowledge in the construction industry. See page 4 for photos of the graduates.

The heat wave continues as we head into August. Please heed the safety and health tips to avoid and recognize heat-related illnesses while on and off the clock.



## Employee News

- Congratulations to Kim and Ian Sean Grayson on the birth of their son. Dylan Sean Grayson was born June 8, weighing in at 5 pounds, 15 ounces. Kim is a health compliance officer in OSH Compliance East.

### New Hires

- Kyle Baker, safety compliance officer I, OSH, Winston-Salem.
- Sara Hymel, safety compliance officer I, OSH, Charlotte.
- Michael Feliciano, safety compliance officer I, OSH, Raleigh.

### Job Changes

- Michael Conner, safety compliance officer I, from District 8 to District 11, OSH Raleigh.
- Kathy Capps, safety compliance officer I, from ASH to District 9 East Compliance, OSH, Raleigh.

### Separation

- Susan Strickland Rose, office assistant IV, Elevator.

## An Apprenticeship Success Story

*I'm Val Scantlin, President of Hearing Solutions in Asheboro, NC. My company has recently met the requirements for registration as an Apprenticeship Training program. Hearing Solutions is a hearing aid business that gives hearing evaluations, programs, cleans, sells and provides minor repairs of Audibel (American manufactured) hearing aids.*

*Read Beth Strider's (military veteran) unique story about how we became "apprenticed" with NCDOL.*

I started working for the owner of Hearing Solutions (Val Scantlin) and began an apprenticeship to become a licensed Hearing Aid Specialist. This apprenticeship is recognized by the North Carolina State Hearing Aid and Fitters Board. There are personal costs incurred at the beginning and during the apprenticeship. I decided to call VA and see if I could use some of my Montgomery GI Bill to help as I am a retired veteran. Upon calling VA, they informed me that this profession was not recognized and instructed me to do my own research. I kind of "fell" upon the NCDOL website and found Dale Yarborough's contact information and proceeded to tell him about my situation. In the beginning, I really didn't think I would get anywhere in my quest for help.

Mr. Yarborough was very receptive and helped us with the necessary steps to get this program developed and registered with NCDOL. With my sponsor's help, we developed the program and since registration I have received a monthly stipend from the VA. Dale was instrumental in the fact that he was able to walk me through the process from start to finish and he even came out to see me on two separate occasions. If it wasn't for NCDOL, I would not have received any money and I would have a lot of out of pocket costs. I am extremely grateful to Mr. Yarborough and NCDOL for their assistance during the entire process. By becoming a registered program, this will make it easier for others to pursue this profession and help veterans receive their money from the VA. If any business wants to develop a program, it really isn't hard and it can benefit everyone involved.



*Beth Strider, apprentice*

## Upcoming Birthdays

8-3 Adrienne McLean	8-10 Scott Hammond	8-21 Steve Franklin
8-4 Beth Rodman	8-11 Bennett Allen	8-21 Chris Oberst
8-4 Greg Davis	8-11 Mark Earles	8-25 Jim Kornegay
8-5 Jennifer King	8-13 Tena Clark	8-27 Tammy Higgins
8-5 MaLee Vertucci	8-14 Nancy Vick	8-27 Jennie Cagle
8-6 Amelia Locklear	8-14 Tiffany Lathan	8-28 John Downing
8-6 Mike Daniels	8-14 Ric Schumann	8-29 LuJuana Patterson
8-6 Jimmy Snuffer	8-15 Tina Morris-Anderson	8-29 John Luckado
8-6 Anne Weaver	8-15 Kay Knezevich	8-29 Darryl Saunders
8-8 Chris Lehenbauer	8-19 Jeffrey Cole	8-29 Tim Hogan
8-10 Jennifer Chrisohon	8-19 Cornelius Lloyd	8-30 Regina Cullen
8-10 Claire Wallace	8-20 Marcy Collyer	8-31 Jean Tarter

## Revised Unlawful Workplace Harassment Policy

On July 17, 2012, we received notice of approval from OSP, for NCDOL's revised Unlawful Workplace Harassment (UWH) policy, with an effective date of June 19, 2012. The revised UWH policy includes sexual orientation and genetic information as protected classes. Sexual orientation cannot be grieved beyond NCDOL's internal process. Genetic Information is only appealable internally or to the Equal Employment Opportunity Commission (EEOC).

Additionally the State Personnel Commission has been eliminated from the UWH appeal process. The revised policy can be reviewed *here* on the HR intranet site (policies and procedures).

The UWH prevention plan can be found on the intranet within the 2012 Equal Employment Opportunity (EEO) plan in Appendix B, which was also approved on June 19, 2012. Click *here* for the link.

## What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

### New Titles

- *Food Manufacturing Industry: Safety and Health Management Program*. NCDOL/OSH, 2012.
- *Health Hazards Targeted in North Carolina Industry: Safety and Health Management Program*. NCDOL/OSH, 2012.
- *Long Term Care Industry: Safety and Health Management Program*. NCDOL/OSH, 2012.
- *Public Sector Safety: Safety and Health Management Program*. NCDOL/OSH, 2012.
- *Risk Management Handbook for Health Care Organizations*. Jossey-Bass/American Society for Healthcare Risk Management, 2011.
- *Wood Products Industry: Safety and Health Management Program*. NCDOL/OSH, 2012.

### New DVD:

- *Independent Contractor Training* (DVD 725). MSHA, 2011. Donated by William Gerringer/Mine and Quarry.

### Online FYIs:

- *Fall Prevention Campaign*  
<http://www.osha.gov/stopfalls/>
- *General Safe Practices for Working With Engineered Nanomaterials in Research Laboratories*  
<http://www.cdc.gov/niosh/docs/2012-147/pdfs/2012-147.pdf>
- *Gender Differences in Acute Pesticide-Related Illnesses and Injuries ...*  
<http://www.cdc.gov/NIOSH/updates/upd-05-24-12.html>
- *NIOSH Total Health Worker Program*  
<http://www.cdc.gov/niosh/docs/2012-146/>



## OSH Construction Safety Specialists

Commissioner Berry was able to present certificates to five of the OSH Construction Safety Specialist graduates on July 10. Below are photos of them receiving their certificates from Commissioner Berry, along with the employee directory photos of the other graduates. Congratulations to all for completing the program.



*Alan Fortner, Agricultural Safety and Health, receives the OCSS certificate from Commissioner Berry.*



*Nancy Hall-Davis, OSH Compliance West, receives the OCSS certificate from Commissioner Berry.*



*Bruce Pearson, OSH Compliance East, receives the OCSS certificate from Commissioner Berry.*



*Bill Allen, OSH Compliance East, receives the OCSS certificate from Commissioner Berry.*



*Wanda Huges, ETTA, receives the OCSS certificate from Commissioner Berry.*



*Tom Hardesty  
OSH Compliance West*



*Ted Hendrix  
OSH Compliance West*



*Bob Kastenhuber  
OSH Compliance West*



*Kay Knezevich  
OSH Compliance West*



*Lee Peacock  
OSH Compliance West*