

From the Commissioner

Some of you may have heard the news about workplace fatalities increasing in North Carolina in 2014. Communications released the fatality figures statewide last week.

The construction industry was the leader in workplace deaths with 19 fatal events followed by manufacturing with nine. Construction fatalities accounted for 43 percent of the 44 workplace fatalities that occurred.

While this is not the best news, we hope that it brings attention to employers and employees of the troubling trend in the construction industry. Other industry data show that many construction accidents are happening within the first 60 to 90 days on the job and in some cases on the first day of work.

This statistic sends a red flag that the workers are not getting the necessary training prior to starting the job. We hope that releasing the news will bring awareness to general contractors and subcontractors throughout the state of the importance of safety training and refresher safety training prior to starting their workers in innately hazardous construction jobs.

Our OSH Division has been proactive: Three construction partnership agreements for major construction projects were recently signed and the number of 10- and 30-hour construction industry awareness courses offered have been increased along with other courses that address the “big four” hazards in construction.

Meanwhile, the construction public service announcements made possible by Builders Mutual, Skanska Building USA and Univision will continue airing on Univision through March of 2015. The PSAs focus on falls, struck-bys and the importance of returning home to loved ones at the end of the work day.

While the fatalities are important to track in order to identify patterns and trends, we believe the injury and illness rate is a much better indicator of how our state is doing in terms of workplace safety and health. The state’s injury and illness rate for private industry for 2013 dropped to an all-time low 2.7 per 100 full-time workers. When you look at the big picture of all 50 states, North Carolina is still one of the safest states in which to work.

Keep up the great work.

Cherie

Employee News

♥ Beth Rodman was chosen in January as the recipient of the 2014 Puckett Award by the Agricultural Safety and Health Bureau. Beth left ASH to work for the N.C. Department of Transportation’s Office of Equal Opportunity and Workforce Services in the fall. The bureau established the award in memory of former ASH inspector Everett Puckett, who died in January 2007.

♥ Our condolences to Julie Hughes on the death of her mother, Jean Hughes, Jan. 17. Julie works in the Employment Discrimination Bureau.

ASH Bureau Chief Regina Cullen presents Beth Rodman with the 2014 Puckett Award. The bureau established the award in memory of former ASH inspector Everett Puckett.



New Hires

♥ Doreen Makaya, health compliance officer I, OSH, Raleigh.

Job Changes

♥ Gary Thorpe, from safety compliance officer I, OSH Compliance District 8, to safety compliance officer II, OSH Compliance District 1, OSH, Asheville.

♥ Ron Wells, from OSH Compliance District 7 supervisor, to OSH Compliance East bureau chief, OSH, Raleigh (acting).

♥ Neesia Hill, from health compliance officer II to OSH Compliance District 7 supervisor, OSH, Raleigh (acting).

♥ Tim Hogan, from health compliance officer II to consultant II, ETTA, OSH, Winston-Salem.

Separations

♥ Kathy Woodford, EDB investigator, EDB, Raleigh.

♥ Rodney Griffin, safety compliance officer I, OSH, Winston-Salem.

♥ John Koneski, health compliance officer II, OSH, Raleigh.

♥ Kimberly Herring, investigator, Wage and Hour, Raleigh.

♥ Ray Pratico, investigator, Wage and Hour, Raleigh.

♥ Val Eucare, administrator, Wage and Hour, Raleigh.

News from Human Resources

NCFlex Deductions

Please check your January pay statements in Beacon to make sure your deductions for your NCFlex plans are correct. To view your pay statement, follow these steps:

1. Log in to Beacon.
2. Click on *My Data ESS*.
3. Click on *My Pay*.
4. Click on *Pay Statement*.

Upcoming Birthdays

2-4 Kevin O'Barr	2-11 Mark Taylor	2-17 Steve Burris
2-6 Bruce Subrt	2-12 Blanca Acevedo	2-19 Allen McNeely
2-6 Mark Hutchens	2-13 Ellen Allbritton	2-19 Candice Fagnani
2-7 George Offe	2-13 Jack Brinson	2-20 Terry Carroll
2-8 Carl Weatherington	2-13 Tom Chambers	2-22 Fleda Anderson
2-8 Pat O'Brien	2-15 Deborah Samad	2-22 Tom O'Connell
2-9 Russell DeShield	2-15 Jackie Tanner	2-22 Steve Able
2-10 Granville Hayes	2-15 Yvonne Hamilton-Thomas	2-24 Abbey Newton
2-10 Selenia Cepeda	2-16 Mark Allen	2-24 Eric Smith
2-10 Kaye Thibodeaux	2-16 Peggy Remé	2-24 Kenny Caviness
2-11 Angela Hamilton	2-16 Rose Gray-Shindler	2-25 Derek Bailey

You may view the [NCFlex benefits booklet](#) to see if your plan premium amounts are correct. Please note that if you did not complete an Evidence of Insurability form for upgrading your NCFlex Cancer plan or for increasing your NCFlex Group Term Life plan, you will not see the updated premium amounts. You will need to contact the company and request the form. You may find the phone numbers on the last page of the benefits booklet.

Please email Stacey.Thompson@labor.nc.gov if your deductions are not correct. Please provide all the information that you can (which plan, how much your deduction should be, etc).

Claiming Federal Exempt Status

If you claim exempt on your federal taxes, you need to complete an updated form and send it to Human Resources. Your current designation expires Feb. 15, 2015. Please complete a new [Form W4](#) and fax it to Human Resources at 919-715-6046.

Update to Unlawful Workplace Harassment Policy

Effective Feb. 1, 2015, NCDOL's Unlawful Workplace Harassment policy has been revised. It is policy #4 and is posted on the intranet under NCDOL Human Resources Division policies and procedures at the following link: <http://10.21.81.220/ncdol-intranet/sites/default/files/administration/human-resources/human-resources-policies-procedures/policy2-grievancepolicy-hr.pdf>.

Standardized Performance Management Policy

Effective Feb. 2, 2015, all employees will receive from Human Resources an email notification of the new standardized Performance Management (PM) policy and process called "North Carolina Valuing Individual Performance (NCVIP)." The NCVIP program was designed and developed to provide a standard way of doing business through consistent Performance Management practices and processes across state government. The Feb. 2 email will provide further details about the new policy and processes.

Employee Appreciation Banquet Planning

As you may have heard, the department is excited to announce the return of the NCDOL Employee Appreciation Banquet. Veteran employees may remember that the banquet was last held in 2008. This year's banquet will be held Nov. 5 at the McKimmon Center in Raleigh.

A Banquet Planning Committee has been organized to raise money to cover most of the cost of the luncheon. The members of the 2015 Banquet Planning Committee are Angela Hamilton and Stacey Thompson (co-chairs), Tammy Higgins (treasurer), Sarah Beth Koonce (secretary), Jennifer Haigwood (committee advisor), Steve Able, Kimberly Bostic, Amanda Carroll, Allison Jay, Adriana Jordan, Eursula Joyner, Karen Kelly, John Luckado, Angelo Owens, Gwen Williams and Kathy Woodford.

There are various banquet fundraisers planned. A bake sale was held in December 2014 in Raleigh, as was a pizza sale in January. Both fundraisers were very successful. Other fundraisers that are planned include a winter BBQ in Raleigh on Feb. 23; a silent auction, April 13 through May 5; a spring BBQ in Raleigh in June; an apparel sale in August; and a fall BBQ in Raleigh in September.

There will be various bake sales and pizza sales throughout the year as well in the Raleigh offices. Regional offices are encouraged to organize fundraisers, too. If you have ideas for fundraisers that you think will work well in your office, please contact your nearest representative on the banquet planning committee or email Stacey.Thompson@labor.nc.gov or Angela.Hamilton@labor.nc.gov. Thank you and we look forward to seeing everyone at the banquet in November.

2015 Holiday Schedule

Holiday	Observance Date	Day of Week
New Year's Day	Jan. 1	Thursday
MLK Birthday	Jan. 19	Monday
Good Friday	April 3	Friday
Memorial Day	May 25	Monday
Independence Day	July 3	Friday
Labor Day	Sept. 7	Monday
Veterans Day	Nov. 11	Wednesday
Thanksgiving	Nov. 26 & 27	Thursday & Friday
Christmas	Dec. 23, 24 & 25	Wednesday, Thursday & Friday

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

- ♥ *Equipment Technology and Operations for Wastes and Recyclable Materials*. (ANSI Z245.1-2008). WASTEC, 2008.
- ♥ *Industrial Ventilation: A Manual of Recommended Practice for Design* (28th edition). ACGIH, 2013.
- ♥ *Life Safety Code Handbook* (2015 edition). NFPA, 2014.
- ♥ *NFPA 101: Life Safety Code* (2015 edition). NFPA, 2014.
- ♥ *Preventing Falls From Heights Through the Design of Embedded Safety Features*. NIOSH, 2014.

New DVD

- ♥ *Safety Data Sheets in HAZWOPER Environments* (DVD 753e). Aurora; 2014; 16 min.

Online FYIs

- ♥ *2015 N.C. Existing Building Codes*
http://ecodes.biz/ecodes_support/free_resources/2012NorthCarolina/15ExistingBuilding/15NC_ExistingBldg.html
- ♥ *Ergonomic Solutions for Retailers*
<http://www.cdc.gov/niosh/docs/2015-100/pdfs/2015-100.pdf>
- ♥ *Fall Protection Resource for New Home Construction*
<http://www.ot.wustl.edu/fptech/index.htm>
- ♥ *Looking to the Future for Agriculture Injury Surveillance at NIOSH*
<http://www.cdc.gov/niosh/agforfish/aginjurysurv.html>