

From the Commissioner

The department is adopting a new NCDOL Copyright Compliance Policy, which takes effect June 1. All employees must read and sign the policy and return it to their supervisors by June 14.

The purpose of the policy is to provide a summary of U.S. copyright law, particularly as it relates to the use of other people's copyright-protected materials and to provide guidelines for obtaining copyright permission. As you may know, we recently experienced at least two instances of inadvertent misuse of copyrighted images resulting in penalties. The guidelines set forth in the policy must be used consistently throughout NCDOL to eliminate incurring additional copyright infringement penalties.

In a nutshell, grabbing images or photos from the Internet is not an option unless you seek permission from the copyright holder. The department is working to establish an NCDOL Photo Library that will contain only approved photos that can be used in presentations and brochures. Anne Weaver is in charge of the photos for the OSH Division, and Mike Daniels is in charge of the photos for Standards and Inspections and Administration.

Should you have other questions after reading the policy, do not hesitate to contact Dolores Quesenberry in Communications. Please be familiar with the policy as you prepare your presentations on behalf of NCDOL.

As we wrap up another school year, many of you are celebrating high school and college graduations with family and friends. I would like to congratulate the 17 graduates listed in this edition of *Labor N.C.*

Graduation is a special milestone, and I wish each of these graduates much success as they begin their new chapter in life. Dr. Seuss' book *Oh, The Places You'll Go!* is a great book to share with graduates. It reminds them to never stop believing in themselves on their journey through life. The book mentions facing obstacles along the way, but if they believe in themselves and make good decisions, they can overcome them.

Cherie

Employee News

- Darline H. Johnson (Human Resources), CGS, past national president, received the Lifetime Achievement Award on May 2 at the South Atlantic Region Annual Forum of the National Association of Women in Construction (NAWIC) held in Virginia Beach.
- Leonora Allyson ("Lea") Geddie, daughter of Ed Geddie, health standards officer in the OSH ETTA Bureau, was united in holy matrimony with Jeremy David Grooms on Saturday, May 23, in an outdoor ceremony at the Museum of Life and Science in Durham. The bride was escorted down the aisle by her proud father, and her twin brothers participated as groomsmen.
- Don Anderson, investigator II in the Wage and Hour Bureau, died May 13. Our condolences to his family and friends. Don joined the Wage and Hour Bureau in November 2004.

Darline Johnson displays the award she received at NAWIC's South Atlantic Region Forum in Virginia Beach on May 2.



New Hires

- DaQuan Holland, SCO I, OSH, Charlotte.
- Dorothy Strickland, employment discrimination investigator, EDB, Raleigh.

Job Changes

- Pat O'Brien, from HCO II to consultant supervisor, OSH, Raleigh.
- Kyle Baker, from SCO I to HCO I, OSH, Winston-Salem.
- Kaye Thibodeaux, from HCO II to industrial hygiene supervisor, OSH, Raleigh.

Separation

- George Offe, inspector, Elevator, Charlotte.

Retirements

- Terry Conrad, safety consultant, OSH, Lexington.
- Carl Weatherington, safety consultant, OSH, Wilmington.

Terry Conrad receives a certificate of appreciation from Consultative Services Bureau Chief Kevin O'Barr. The Winston-Salem office held a retirement party for Terry on May 29.



Sensible Savings Sessions

BY STACEY THOMPSON, BENEFITS COORDINATOR

The N.C. Office of State Human Resources has scheduled Sensible Savings Sessions from June through August. You may register on the NCFlex website: www.oshr.nc.gov/Reward/ncflex/sss.htm. Sessions run from 9 a.m. until 4 p.m. and are in partnership with the Office of State Human Resources, State Employees Credit Union, State Retirement System and Prudential 401(k)/457(b). Financial wellness topics will include retirement planning, estate planning, review of the state 401(k)/457(b) program and the NCFlex benefits available to employees.

You may use work time to attend this class. Please get your supervisor's approval prior to registering for a session. Please contact NCFlex directly for any questions regarding the sessions and locations: 919-807-4800.

Upcoming Birthdays

6-1 Mike Hodgin	6-12 Bruce Miles	6-28 Jovonah Weeden
6-2 Eric White	6-16 Laura Crawford	6-28 James Spigner
6-4 Martina Gonzales	6-16 Becky Lusk	6-29 Robby Jones
6-5 Carl Burton	6-17 Chris Fombin	6-29 Terry Putek
6-5 Rusty Jones	6-17 Tom Hardesty	6-29 Peter Simon
6-6 William Gerringer	6-18 Reggie Matthews	6-29 Stacey Thompson
6-7 Renathe Cotten	6-19 Ron Ellis	6-30 Julie Chang
6-8 Ben Harris	6-20 Stephanie White	6-30 Linda Bullock
6-9 Chanel Brown	6-22 Jessica Rodriguez	6-30 Twanette Haiser
6-11 Irene Diaz-Clark	6-23 Lakisha Cameron	6-30 Darline Johnson
6-11 Drew Long	6-26 Brian Browder	6-30 Preston White
6-11 John Saunders	6-27 Alberta Hall	

Welcome Summer Interns

- Regan Buchanan will be interning with the Agricultural Safety and Health Bureau this summer. She is a junior at UNC Chapel Hill pursuing a double major in global studies and psychology, as well as a minor in Spanish. On campus, she is active in several organizations that work to improve the lives of underserved groups like immigrants, refugees and impoverished families. She hopes to carry her passion for service into her future career.
- Sean McCabe is a rising junior at the University of North Carolina Chapel Hill majoring in political science and peace, war and defense. He is working as an intern this summer with Jennifer Haigwood and Sarah Beth Koonce in the Office of Governmental and Constituent Affairs. Sean's day-to-day responsibilities include monitoring legislative activity; attending legislative committee meetings and daily sessions; researching policy issues; responding to constituent inquiries; and other administrative activities. He brings to the department a strong interest in government and the legislative process.

*Above right: Regan Buchanan will be interning with the ASH Bureau.
Below right: Sean McCabe will be interning in the Office of Governmental and Constituent Affairs.*



NCDOL Units Receive Safety Awards

Several units of the Department of Labor received gold safety awards at the Raleigh Safety Awards Banquet on Friday, May 29. The Asheville Office of Compliance West will receive a 13th consecutive year gold award at the banquet in Asheville on June 23. Congratulations to the following recipients in Raleigh:

- First Year: N.C. Department of Labor, Boiler Safety Bureau
- Ninth Consecutive Year: N.C. Department of Labor, OSH Administration
- 11th Consecutive Year: N.C. Department of Labor, Consultative Services Bureau
- 11th Consecutive Year: N.C. Department of Labor, Mine and Quarry Bureau
- 13th Consecutive Year: N.C. Department of Labor, Budget and Management Division
- 13th Consecutive Year: N.C. Department of Labor, Planning, Statistics and Information Management Bureau



Left: Allison Jay receives the Boiler Safety Bureau's first year gold award from Labor Commissioner Cherie Berry. Center: Jovonah Weeden receives OSH Administration's ninth consecutive year gold award. Right: Amy Snow receives the Consultative Service Bureau's 11th consecutive year gold award.



Left: Marcia Page receives the Mine and Quarry Bureau's 11th consecutive year gold award from Labor Commissioner Cherie Berry. Center: Jackie Haley receives the Budget and Management Division's 13th consecutive year gold award. Right: Krish Chhabria receives the Planning, Statistics and Information Management Bureau's 13th consecutive year gold award.

Congratulations to Our Graduates

- Joshua B. Edwards graduated from Appalachian State University in Boone in May with a B.S. in computer science. He is the son of Nelson Edwards, Consultative Services.
- Abigail N. Edwards will graduate from Reagan High School in Pfafftown on June 6. She will be attending Appalachian State University in fall of 2015. She is the daughter of Nelson Edwards, Consultative Services.
- Shiann Talmadge, daughter of Crystal Talmadge (Budget), will graduate from James B. Hunt High School in Wilson on June 13. She graduates with several honors and will be attending UNC-Greensboro as a criminal justice major.
- Tyler Greene will graduate from Corinth Holders High School, Johnston County, on Friday, June 12. He is the son of Renathe Cotten, Human Resources. Tyler will attend Johnston Community College in the fall and study fire science technology. He is currently a certified firefighter with the Archer Lodge Fire Department, where he will work part-time while attending college.
- Jessica Compeau, graduated May 2, with her associate degree in nursing from Wake Tech. She is the daughter of Amy Jaeger, Budget. Jessica is currently working in the adult emergency department at Wake Med and will continue on there as an RN.
- Jake William Hendrix will graduate from Ashbrook High School in Gastonia on June 13. He is the son of Ted Hendrix, OSH Compliance West. He will attend Gaston College in the fall. He was an All-Conference cross country runner and won his conference wrestling championship.
- Michael J. Tanner graduated from Southeast Raleigh Magnet High School on May 29. He plans to attend Wake Tech. He is the son of Jackie Tanner, Elevator.
- Justin Rasdall will graduate with honors (4.35 GPA) from Union Pines High School, Cameron, Moore County, on June 12. He has accepted a full academic and athletic scholarship to attend Wingate University, where he will major in criminal justice (goal is to work with U.S. Marshals or FBI). He is the son of Mark Rasdall (NCDOL OSH) and Tammy Rasdall (DOD).
- Samantha Beauregard, daughter of Kevin Beauregard (OSH), will graduate from Leesville Road High School, Raleigh, on June 8. She is an N.C. Scholar and in the National Spanish Honor Society. She will attend the University of North Carolina Asheville (UNCA) in the fall. Samantha has been accepted to UNCA's Honors Program and looks forward to participating in their study abroad program. She was awarded a Laurels Scholarship for entering freshmen who demonstrate high academic achievement and a SEANC merit scholarship.

- Sabin Blumenfeld graduated on Dec. 17 from the University of Pittsburgh (Pennsylvania) with a Master of Science degree in industrial engineering. He is working now as a business consultant, doing software design, at Quintiq in Radnor, near Philadelphia. He is the son of Julian Blumenfeld, Wage and Hour.
- Roy Blumenfeld graduated on Dec. 13 from Appalachian State University in Boone with a Bachelor of Science degree in political science with a focus on public administration. In August he will start working on an AmeriCorps planning position for the Family Services of Habitat for Humanity in Durham. He is the son of Julian Blumenfeld, Wage and Hour.
- Caleb M. Bryson will graduate from James B. Dudley High School, Greensboro, on June 14. He will attend North Carolina Agricultural and Technical State University. He is the son of Richard T. and Kristi Bryson (OSH Compliance West). He is graduating magna cum laude, is a member of the National Honors Society and has earned over 23 hours of college credit as a senior in high school. Caleb played varsity football for four years, starting for two of those years, and was the offensive line captain. Dudley won the 4A State Championship in 2013. Caleb accumulated over 450 hours of service learning, was accepted to six universities, was a youth leader in Calvary Christian Center Youth Council, sings in church youth choir, and volunteers at the Greensboro Urban Ministry Feed the Homeless.
- Ayana Cherry will graduate June 12 from Ragsdale High School in Jamestown, Guilford County. She has signed up to join the Air Force Reserves and begins boot camp Sept. 15. She is the daughter of Alexa Cherry, OSH Compliance West.
- Benjamin Dunphy completed his high school studies and received his diploma on May 15. Benjamin was home-schooled, so there is no official graduation date. This fall, he plans to attend Christendom College in Front Royal, Virginia, and plans to study English language and literature. He is the son of Cory Dunphy, ETTA.
- Jensen Keely Smitherman is graduating with honors from River Bluff High School, Lexington, South Carolina, on June 6. She has been accepted to the University of South Carolina in Columbia. Keely is the granddaughter of Wanda Smitherman, Commissioner's Office.
- Henry Nye "Hank" Smitherman is graduating with honors and is recognized as a North Carolina Scholar from Charles B. Aycock High School, Goldsboro, on June 13. Hank will attend Lenoir-Rhyne University in Hickory on a baseball/academic scholarship. Hank is the grandson of Wanda Smitherman, Commissioner's Office, and son of former OSH safety inspector Heath Smitherman.
- Alec Logan Smitherman will receive a Master of Science in accountancy degree from UNC Wilmington on June 27. He has accepted a position with McGladrey LLP, Raleigh office, as an audit associate. Logan is the grandson of Wanda Smitherman, Commissioner's Office.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

Revised Standards List

- http://10.21.81.220/etta_one_stop/listingDetails.cfm?&catid=16&subcatid=201

The standards list has been updated and can be accessed from OSH One Stop Shop (Library Resources page).

New Print Titles

- *2014 Annual Report*. NCDOL, 2015.
- *Acetylene* (CGA G-1-2013). CGA, 2013.
- *Design of Below-the-Hook Lifting Devices* (ASME BTH-1-2014). ASME, 2014.

- *Emergency Eyewash and Shower Equipment* (ANSI/ISEA Z358.1-2014). International Safety Equipment Association, 2014.
- *Fundamentals of Occupational Safety and Health*. Bernan Press, 2014.
- *Gas Transmission and Distribution Piping Systems* (ASME B31.8-2014). ASME, 2014.
- *North Carolina OSH Standards for Construction* (January 2015). NCDOL/Mancomm, 2015.
- *North Carolina OSH Standards for General Industry* (January 2015). NCDOL/Mancomm, 2015.
- *Practices for Respiratory Protection* (ANSI Z88.2-2015). ANSI, 2015.
- *Quick Selection Guide to Chemical Protective Clothing* (6th edition). Wiley, 2014.
- *Uniform Boiler and Pressure Vessel Act of North Carolina* (March 2015). NCDOL/S&I/Boiler Safety, 2015. Donated by Allison Jay/Boiler Safety.

New DVDs:

- *OSHA Recordkeeping for Managers/Supervisors* (DVD 759e—English). 2015; 21 min.; Marcom.
- *To the Point About: Preventing Hearing Loss* (DVD 760—English & Spanish). 2014; 11 min.; To the Point Communications.

Online FYIs:

- *Confined Spaces Rule ...*
<https://www.osha.gov/newsrelease/nat-20150501.html>
- *Fall Protection in Construction*
<https://www.osha.gov/Publications/OSHA3146.pdf>
- *Heat Safety Tool*
https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html
- *Job Safety and Health: It's the Law* (updated OSHA poster)
<https://www.osha.gov/Publications/poster.html>
- *Just in Time Disaster Training*
<http://www.drc-group.com/project/jitt.html>
- *Protecting Roofing Workers*
<https://www.osha.gov/Publications/OSHA3755.pdf>
- *Reproductive Health and the Workplace*
<http://www.cdc.gov/niosh/topics/repro/>
- *Respirator Medical Evaluation Questionnaire*
<https://www.osha.gov/Publications/OSHA3789info.pdf>
- *Safe Handling, Treatment, Transport and Disposal of Ebola-Contaminated Waste*
https://www.osha.gov/Publications/OSHA_FS-3766.pdf
- *Worker's Rights* (video in Spanish)
https://www.youtube.com/watch?v=_Z9pqgmFads