

From the Commissioner

The state required youth employment certificate was featured recently on WRAL's "Go Ask Mom" blog. The timing was good as it coincides with the increased demand for the certificate this time of the year as teens begin seeking summer employment. It is always good to get a little media exposure for this important program we administer. Here's a link to the blog with an accompanying video for those of you who missed it.

The publicity was also great timing because last August, the Wage and Hour Act was amended to eliminate the option for local Departments of Social Services to review the certificates. Now, the only way for teens to obtain the certificate is to visit the NCDOL website.

Based on Google Analytics, we know that that 1,076,378 users have visited our website since launching on Nov. 13, 2017. As of April 22, 2018, roughly 17 percent or 189,628 of those users were seeking the youth employment certificate while visiting the NCDOL website. We expect the traffic to our website to increase as teens, parents and employers learn about the change to the Wage and Hour Act.

The blog also clarified some common misconceptions concerning the process for accessing the certificate. Teens for instance must be connected to a printer to complete the process. If they don't have access to a printer at home, they can go to the local library or complete the process at the workplace.

I'm sure many of you may know teens who are seeking a youth employment certificate, which is also commonly referred to as a work permit, so with this knowledge you can help explain the process to them.

Before closing, I'd like to thank Phil Hooper, Christine Ryan and Shannon Council for overseeing and managing this important initiative.



Employee News

- Our condolences to Emily McGill and Thomas Norwood, Information Technology, on the death of their father, Thomas L. Norwood Sr., on April 13. [View his obituary.](#)
- Congratulations to David Poole, Consultative Services, on the birth of his granddaughter, Isla Bernadette Poole. She was born on Tuesday, April 10, and weighed in at 7 pounds 13 ounces.

New Hires

- Lisa Culbreth, administrative officer II, Budget, Raleigh
- Joseph Davis, safety education specialist, ETTA, Raleigh
- Merton Cox, III, safety education specialist, ETTA, Raleigh
- Jason Jackowitz, safety compliance officer I, OSH West, Charlotte
- James Zepede, safety compliance officer I, OSH East, Raleigh
- Warren Lutz, safety compliance officer I, OSH West, Charlotte

Promotion

- Melissa Bowman, investigator II, Wage and Hour, Raleigh

Separations

- Veatasha Dorsey, health compliance officer I, OSH East, Raleigh
- Brian Tuttle, health compliance officer II, OSH East, Raleigh
- Kevin Grissom, health compliance officer I, OSH West, Charlotte
- Gwen Williams, administrative officer III, Budget, Raleigh
- Paul Chavis, safety compliance officer I, OSH East, Raleigh
- Maria Cortes, administrative assistant, Wage and Hour, Raleigh
- Michael Fialo, inspector, Elevator, Western B
- John Saunders, industrial hygiene supervisor, OSH West, Charlotte
- Elizabeth Cruz, investigator II, Wage and Hour, Raleigh



Phil Hooper, Standards and Inspections, deputy commissioner, presents Elizabeth Cruz, Wage and Hour, with a certificate of appreciation for her seven plus years of service at NCDOL.

2018 Bad News Berrys' Softball Schedule



All games are played at the Dix Park at 5:45 p.m.

Monday, May 21

Thursday, June 21

Wednesday, May 30

Tuesday, June 26

Thursday, June 7

Monday, July 9

Thursday, June 14

Monday, July 16

Upcoming Birthdays

5-1 Joe Long

5-8 Curt Davis

5-16 James Dempsey

5-2 Paula Evans

5-8 Johana Ramirez

5-16 Denese Ballew

5-3 Kevin Beauregard

5-10 Cory Dunphy

5-17 Barry Keeton

5-3 Lori Kees

5-11 Mike Hopper

5-21 Doris Gilliam

5-3 Barbara Westphal

5-11 Jacqueline Shaver

5-21 Oscar Coley

5-4 Marcus Bandy

5-12 Tom Wilder

5-22 Samuel Kelley

5-5 Brian Harper

5-12 Gary Thorpe

5-23 Mary Perkinson

5-6 Judy Durham

5-13 Brian Scott

5-24 Sherry Phillips

5-6 Harriet Hopkins

5-15 Terri Harris

5-26 George Thrower

5-7 Deneen Clarke

5-15 Neesia Hill

5-27 Ted Hendrix

5-27 David Lyle

Fall Protection Stand-Down Week

The National Safety Stand-Down to prevent falls in construction is scheduled for May 7-11. During the Fall Stand-Down, employers and workers are asked to pause their workday to talk about fall prevention and protection in construction and to discuss topics like ladder safety, scaffolding safety and roofing safety to prevent an injury or fatality.



The billboard, located along US 301 in Rocky Mount, promotes the campaign. The billboard was provided through the department's alliance with Lamar Advertising Company.

HUMAN RESOURCES NEWS FLASH

New Statewide Classification and Compensation Project

BY RENATHE COTTON, HUMAN RESOURCES DIRECTOR

On June 1, 2018, all of state government will have a new classification and compensation system. Below are three key messages concerning the system:

1. We're replacing two outdated systems with one streamlined system. Employees are currently classified and compensated under two different systems, salary graded and career banded. One system has been in existence since 1949. With the implementation of the new Statewide Compensation System project, we will have one, modern, streamlined system.
2. Do not expect a pay increase. Only a very small percentage of employees will receive an increase to bring their salaries up to the minimum salary level of their classification.
3. No employee will experience a decrease in current salary. Employees will not lose money as a result of the new Statewide Classification and Compensation system.

On Tuesday, May 1, 2018, Human Resources will mail a letter to each employee listing their classification title and salary grade in the new system. In the next coming weeks we will offer Q & A sessions to all employees. We plan to hold small sessions in the Labor and Old Revenue Buildings, at the Lake Boone Trail Office, and via Skype for the field employees and West Compliance Offices. We will work hard to make sure all your questions are answered. The goal of the Statewide Classification and Compensation Project is to create a market-competitive compensation program that is fair and equitable and allows for recruitment, retention and motivation of a qualified workforce.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

New Print Titles

- *2017 Annual Report* NCDOL, 2018.
- *ASP Exam Study Workbook* (2018 ed.) Span International, 2018.
- *ASP Safety Fundamentals Exam Secrets Study Guide...* Mometrix, 2018.
- *Accident Prevention Manual for Business & Industry: Engineering & Technology* (14th ed.) National Safety Council, 2015.
- *CSP Exam Study Workbook* (2018 ed.) Span International, 2018.
- *Guide to Occupational Exposure Values* (2018 ed.) ACGIH, 2018.
- *OSHA Answer Book* (13th ed.) Govt. Press, 2015.
- *TLVs and BEIs...* (2018 ed.) ACGIH, 2018.



New Periodicals

- *Governing* (April 2018) eRepublic Inc., 2018.
- *NFPA Journal* (Mar.-Apr. 2018) NFPA, 2018.

Online FYIs

- *Avoiding Underground Utilities during Horizontal Directional Drilling Operations* (OSHA)
<https://www.osha.gov/dts/shib/shib031318.html>
- *Controlling Health Hazards When Working with Nanomaterials...* (NIOSH)
<https://www.cdc.gov/niosh/docs/2018-103/default.html>
- *Hazard Identification Training Tool* (OSHA)
<https://www.osha.gov/hazfinder/index.html>
- *NIH News in Health* (April 2018)
<https://newsinhealth.nih.gov/2018/04>
- *NIOSH Research Rounds* (Jan-Apr. 2018)
<https://www.cdc.gov/niosh/research-rounds/default.html>
- *Preventing Hearing Loss Caused by Chemical (Ototoxicity) and Noise Exposure* (OSHA)
<https://www.osha.gov/dts/shib/shib030818.html>
- *Safety+Health* (April 2018)
<https://tinyurl.com/yb9pxfsv>
- *Safety Practices Once Tractor Trailer Drivers Arrive at a Destination* (OSHA)
<https://www.osha.gov/Publications/OSHA3944.pdf>
- *Workplace Hazards Facing Line Installers and Repairers* (BLS)
<https://www.bls.gov/opub/mlr/2018/article/workplace-hazards-facing-line-installers-and-repairers.htm>
- *Your Healthiest Self: Wellness Toolkits* (NIH)
<https://www.nih.gov/health-information/your-healthiest-self-wellness-toolkits>