

From the Commissioner

With warm weather quickly approaching, thousands of teenage workers who are seeking summertime employment opportunities are visiting our website to obtain youth employment certificates. Administering these certificates is one of the most important functions our Wage and Hour Bureau performs as the purpose of the certificate is to ensure teens between the ages of 14 and 18 are hired to work in safe and healthy environments.

In the last state fiscal year, more than 90,000 youth employment certificates were issued and most of these were for summertime jobs. It is great to have teen workers in the workforce gaining invaluable work experience as long as they are not put in hazardous situations while on the job. I'd like to thank Christine Ryan, Kisha Holmes and their team for doing their part to ensure the certificates are properly administered, and for promoting the online process that is now the only option for obtaining the certificates.

As we begin the month of May, the OSH Division is gearing up for the National Safety Stand-Down to Prevent Falls in Construction the week of May 6-10. The campaign raises awareness concerning fall hazards in the workplace, particularly in construction.

Marcy Collyer, ETTA, and her team have organized construction forums and several other events to tie in with the campaign to raise awareness about falls. In addition, Marcy worked with the Communications Division to develop a series of podcasts featuring our alliances and how we work together on important initiatives, such as the national stand-down, to create awareness and prevent accidents in the workplace. The second podcast in the alliance series features Bill Stricker with Carolinas AGC and will be released Friday, May 3.

On a final note, please take minute to read a letter from me on page 5 concerning the N.C. Office of the State Controller's replacement of the state's accounting and cash management systems. This may not affect your daily job duties, but I want each of you to be informed and know about this major improvement that is coming.



Employee News

- Jeremy Smith, Boiler, received his National Board of Boiler and Pressure Vessel Inspectors - Team Leader certification. This allows Jeremy to lead audits and reviews of North Carolina businesses who repair and alter boilers and pressure vessels, as part of their efforts to obtain or maintain the "R" Certificate of Authorization.
- Our condolences to Tommy Petty, Elevator, whose brother passed away Wednesday, April 3.
- Congratulations to Mike Saye, Lisa Rayborn and Deena Dickinson, OSH West, for receiving certificates for Construction Health and Safety Technician (CHST) through the Bureau of Safety Professionals.

New Hires

- Yure Dixon, inspector, Elevator, Eastern Area A
- David Bailey, employment retaliation investigator, REDB, Raleigh
- Mariela Stutts, administrative specialist II, Labor Standards Section, Raleigh

- Dawn Eason, administrative supervisor, OSH East, Raleigh
- Veatasha Dorsey, industrial hygienist I, OSH East, Raleigh

Transfer

- Julie Martin, safety officer I, ETTA, Wilmington

Separations

- William Delaney, inspector, Elevator, Western Area B
- Antonio Green, applications systems analyst I, Information Technology, Raleigh
- Faizan Khaja, industrial hygienist I, OSH East, Raleigh
- Jorane Thomas, investigator I, Wage and Hour, Charlotte
- M. Juliana Rengifo, employment retaliation investigator, REDB, Raleigh
- Matthew Blanton, inspector, Elevator, Charlotte
- Samuel Kelley, inspector, Elevator, Western A
- Vaughn Rizzo, safety officer I, OSH East, Wilmington

Retirement

- Frank Clements, inspector supervisor, Elevator, Eastern Area A

Upcoming Birthdays

5-1 Joe Long	5-8 Curt Davis	5-16 James Dempsey
5-2 Paula Evans	5-8 Johana Ramirez	5-17 Barry Keeton
5-3 Kevin Beauregard	5-10 Cory Dunphy	5-21 Oscar Coley
5-3 Lori Kees	5-11 Mike Hopper	5-21 Doris Gilliam
5-3 Barbara Westphal	5-12 Gary Thorpe	5-23 Mary Perkinson
5-4 Marcus Bandy	5-12 Tom Wilder	5-24 Sherry Phillips
5-5 Brian Harper	5-13 Brian Scott	5-26 George Thrower
5-6 Judith Durham	5-15 Terri Harris	5-27 Ted Hendrix
5-6 Harriet Hopkins	5-15 Neesia Hill	5-27 David Lyle
5-7 Deneen Clarke	5-16 Denese Ballew	5-31 Michael Fialo

HUMAN RESOURCES NEWS FLASH

Little Bits of Good Overwhelm...The Workplace

BY TERRI R. HARRIS, EMPLOYEE RELATIONS

What's most important to people in the workplace? People, being defined as humans who come to work, perform job tasks and produce results at all staff levels. The survey results of the 2015 Harvard Business Review study revealed that a respectful and safe work environment is more important to employees than recognition and salary increases. So when you think about what motivates people to be productive, care about organizational goals, and actually enjoy coming to work, at the top of the list is working in an environment of fairness and respect.

Respect and feelings are not often a topic of open discussion in the workplace. Why not? It should be. You can't touch respect but you can feel it. You know when you have it and you know when you don't have it. You can feel when it's emanating from your co-workers and your boss...and you can feel it when it's not.

Respect is something that is earned and not given away freely. Read twice. Think about it. Respecting others requires that we deflate our egos, self-centeredness, pride and judgment. Showing respect and treating people fairly is not all that complicated. Respect replaces favoritism with impartiality, bullying with good will and support, and fear with confidence, which all build trust.

Use your emotional intelligence to think outside of yourself and put yourself in someone else's shoes. Imagine how they experience interactions with you. It is everyone's responsibility to promote a positive work environment. When we show respect toward one another at work it increases positive connections and promotes a stronger organizational culture.

Inside NC Labor—Episodes 10 and 11



Be sure to check out NCDOL's podcast, *Inside NC Labor*. Episode 10 features special guest Nick Vincelli (*left*), ETТА, and episode 11 features Wendy Laing, NC State Industry Expansion Solutions; Marcy Collyer, ETТА; Matt Thompson, Safety and Health Council of NC.

A Reminder When Ordering Certificates

The following items are required when ordering a certificate(s) for a separating employee:

1. The Request for Certificate(s) for Separating Employees form which is found on the DOL Intranet must be completed.
2. The employee's beginning and ending employment dates and total years of service must be verified by HR and printed on HR letterhead.
3. A brief bio of the nominated employee must be included.

Please gather all the above information before submitting anything to the Chief of Staff's office. The Governor's Office requires six weeks for processing a request. Our Publications Division requires a two-week turnaround to print, secure the Commissioner's signature and frame a certificate.

What's New @ Your Library

By NICK VINCELLI, LIBRARIAN



New Print Titles

- *2018 Annual Report* (HD 8053 .N8 A2 2019) NCDOL, 2019.
Donated by Wanda Lagoe (ETTA).
- *29 CFR 1910 (General Industry) Standards* (KFN7735 .A42 2019) *29 CFR 1926 (Construction) Standards* (KFN 7736 .C65 A24 2019) NCDOL-OSH/Mancomm, 2019.
- *Automatic Sprinkler Systems Handbook* (TH 9336 .A98 2019) National Fire Protection Association, 2018.
- *Employment of Workers with Disabilities* (HF 5549.5 .E48 E47 2017) USDOL-WHD, 2017.
- *Fall Protection in Construction* (TH 443.F35 2015) USDOL-OSHA, 2015.
- *Protecting Zip-Line Workers* (T 55.3 .F35 P76 2016) USDOL-OSHA, 2016.
- *Protecting Workers from the Hazards of Abrasive Blasting Materials* (OSHA FS-3697) USDOL-OSHA, 2014.
- *Sanitation in Places of Employment: Minimum Requirements* (ANSI/PSAI Z4.1-2016) Portable Sanitation Association International, 2016.
- *Spray Finishing Operations* (ANSI/ASSE Z9.3-2017) Association of Safety Professionals, 2017.

Online FYIs

- *Controlling Respirable Crystalline Silica in Construction: Handheld Power Saws...* (OSHA video)
<https://www.youtube.com/watch?v=pfYI31pF4Ng>
- *Fatigue and Worker Safety* (Safety+Health—NSC)
<https://www.safetyandhealthmagazine.com/articles/15271-fatigue-and-worker-safety>
- *Illicit Drugs, Including Fentanyl: Preventing Occupational Exposure to Emergency Responders* (CDC-NIOSH video)
<https://www.cdc.gov/niosh/docs/video/2019-126/>
- *Occupational Employment and Wages* (BLS News Release)
https://www.bls.gov/news.release/archives/ocwage_03292019.pdf
- *Safety+Health* (April 2019 issue—NSC)
<http://tinyurl.com/yxf5dvsl>
- *Toolbox Talks Video Gallery* (Job Safety Institute, etc.)
https://www.buildersmutual.com/policyholders/risk_management/toolbox_talks_videos
This Builders Mutual page provides access to relatively short videos on a variety of topics (e.g., hazcom, silica, heat stress, driving safety, PPE, housekeeping, nail gun safety, fall protection).



Cherie K. Berry
Commissioner

April 26, 2019

Dear Colleagues:

I wanted to make you aware that the N.C. Office of the State Controller is in the process of replacing the state's 30-plus-year-old accounting and cash management systems. Art Britt and Jennifer Stackpole have participated in briefings and demos on this project and we are supportive of this very important state-wide initiative.

The state has selected the Oracle Fusion Cloud solution and is currently engaged in sourcing the System Integrator firm that will help deploy this solution throughout the state agencies.

Oracle Fusion Cloud is the most current offering from one of the premier providers of what is referred to as a commercial off-the-shelf (COTS) solution. It is modeled on, and incorporates, best practice in financial processes. The adoption of these best practices will create some changes in how we do our work to optimize software efficiencies.

While process change and new learning will be a critical part of the success of the new accounting and cash management system implementation, the reward will be significant efficiencies over the old systems. Expected improvements include real time journal entries, elimination of duplicate accounting and cash entries, and drill down capability to journal entries with the ability to have attached documents and extensive reporting options.

We are excited to have our Financial Services Division participate in this project, and eager to realize its value for our agency. The N.C. Office of the State Controller has my full support in making this important endeavor a success.

Sincerely,

Cherie Berry
Commissioner of Labor