



MAY 2021

# LABOR N.C.

*For all NCDOL Employees*

## FROM THE COMMISSIONER

One of my first actions as labor commissioner was adopting a Paid Parental Leave Policy which covers both state employees who give birth, as well as state employees who are non-birth parents. I'm honored to offer this benefit to our employees and hope that the policy will allow parents more opportunity to bond with their new child by taking advantage of this paid leave.

I'm happy to share the story of Robert Olman, our department's internal auditor. Robert's son, Daniel Lee Olman, was born at 11:54 p.m. on Thursday, March 25. Robert became one of our first employees to take advantage of paid parental leave. As the non-birth parent, Robert received four weeks of additional paid leave through the program. Robert, his wife Laura, and their five (yes, five) sons visited me and the Labor Building staff in April and shared with me how invaluable Robert's extra time with the family has been. See photos of the Olman family on Page 2. I look forward to hearing more of these stories in the future.

On April 12, I visited the new Belmont Middle School in Gaston County. Beam Construction, the general contractor for the project, and Gaston County Public School officials invited me to tour the newly completed school which will open for students in August. While the building is certainly remarkable in its structure, what impressed me most was the commitment to safety from all stakeholders. During the two-year construction project, Beam Construction reported no lost time workplace injuries of its employees or any of its subcontractors. Beam Construction is slated to receive its third consecutive gold safety award in 2021 and I am proud to recognize the company's achievements in workplace safety.

Though we are seeing light at the end of the tunnel of this long pandemic, the best way to cross that finish line is for North Carolinians to get vaccinated. I received my COVID-19 shot at Caldwell Memorial Hospital and am grateful to the health care employees who are working so hard to make the vaccine accessible to all. With vaccines readily available to all adults in North Carolina, I encourage you to make an appointment for yours today.

Thank you for your hard work and dedication, particularly through the challenges of COVID-19. But it's springtime in North Carolina and we have much to look forward to as a department and as a state!

*Josh Dobson*

# EMPLOYEE NEWS

- Our condolences to George Thrower, OSH West, and his family for the loss of his mother, Nancy Charlene Wilkerson, who died on April 17. **Link to obituary.**
- Our condolences to the friends and family of Jim Spigner who died April 12. Jim formerly worked for NCDOL in Mine and Quarry. **Link to obituary.**
- Please be aware that the NCDOL copy cost policy was updated on April 21, 2021. The policy can be found **on the website** and **on the intranet**. This policy is to be followed by all bureaus within the department.

## NEW HIRES

- Tracey Wolfe, OSH West, OSHA safety compliance officer, Asheville
- Margaret Ness, OSH East, OSHA safety compliance officer, Raleigh
- Alexander Fowler, REDB, employment discrimination investigator, Raleigh
- Karen Moore, Financial Services, procurement specialist, Raleigh

## PROMOTIONS

- Josef Hazelrigg, Elevator, deputy bureau chief, Raleigh
- Marcus Bandy, Consultative Services, OSHA safety consultant, Charlotte

## SEPARATIONS

- Williard Dunlop, OSH East, OSHA health officer, Raleigh
- Julie Daniels, OSH Review Commission, administrative specialist, Raleigh
- Gideon LeConey, Wage and Hour, investigator, Raleigh
- Betty Coles, Human Resources, employee relations specialist, Raleigh

## RETIREMENTS

- Eursula Joyner, ETTA, administrative specialist, Raleigh



*Laura and Robert Olman, administration, pose with Commissioner Dobson, who is holding Daniel Lee Olman, Laura and Robert's newest son on Thursday, March 25. Robert was one of the first NCDOL employees to take advantage of the Paid Parental Leave Policy.*

# MAY BIRTHDAYS!

1 Joe Long

2 Michelle Evans

3 Kevin Beauregard

3 Lori Kees

4 Marcus Bandy

5 Millie Chevere

5 Brian Harper

5 Kent Woodson

6 Harriet Hopkins

7 James Agosto

8 Curt Davis

8 Johana Ramirez

8 Tracy Wolfe

10 Cory Dunphy

12 Gary Thorpe

13 Brian Scott

15 Neesia Hill

16 Denese Ballew

16 James Dempsey

17 Barry Keeton

21 Junior Coley

23 Annalyn Apodaca

23 Mary Perkinson

24 Sherry Phillips

26 George Thrower

27 Ted Hendrix

27 Scott Lyle

28 Charmaine Briggs

31 Mike Fialo



# INSIDE NC LABOR

Be sure to check out NCDOL's *Inside NC Labor*, a podcast designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.

*Inside NC Labor* is now available on YouTube, Spotify, Apple Podcasts, Anchor and Google Podcasts.



YOU HAVE A  
**SPOT.**

TAKE YOUR  
**SHOT.**

During State Employee Recognition Week, May 2-8, become a vaccine ambassador by participating in #ThisIsOurShotNC and help our state turn the corner on this pandemic. **Watch Gov. Roy Cooper's video message** to learn more about how to participate.



#ThisIsOurShotNC

## Employee Apparel Sale!

Coming soon...  
**IN MAY!**



Details coming soon.  
Profits go to the Employee  
Recognition Banquet fund.



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Inside NC Labor



# Follow Us!

# Legal Affairs: IMPORTANT REMINDER REGARDING DESTRUCTION OF PAPER RECORDS WHEN GOING DIGITAL

*By Jill Cramer, General Counsel*

The Legal Affairs Division is in the process of finalizing an agency-specific Electronic Records and Imaging Policy, which must be approved by N.C. Department of Cultural Resources (State Archives) before it can be finalized. Until such time as we have the Electronic Records and Imaging Policy finalized, it is extremely important to follow the current State Archives' policies related to any and all paper records.

Note: The following information is not applicable to standard destruction of records when the retention period is complete. This only applies to situations where you will need to destroy paper records and keep only a digital version, even if the records have met their minimum retention period. In such cases, you must have an Authorization to Destroy Paper Records form on file. Until such time as NCDOL's policy is approved, please access the Authorization to Destroy Paper Records from State Archives as NCDOL Legal Affairs cannot authorize any request to destroy paper records.

You may access the Authorization to Destroy Paper Records form **here**. It is the fourth document listed. A destruction log should be completed when the last remaining copy of the digital record is destroyed. Note: This does *not* include regular day to day destruction of records when retention is complete.

If you have any questions about destruction of NCDOL records, please contact Carla Rose, Legal Affairs. Carla is NCDOL's Chief Records Officer. **Carla.Rose@labor.nc.gov** or 919-707-7712 is her direct number.

**Call your NC EAP at 1.888.298.3907 to schedule an appointment.**  
*Phones are answered 24/7/365, and free, confidential appointments are available in person, virtually, or telephonically.*

**Access your Work-Life Services at mygroup.com or download the app.** *Resources include discounted legal and financial services, the savings center, and child and elder care locators.*



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YOU HAVE A  
**SPOT.** | TAKE YOUR  
**SHOT.**

# COVID-19 Vaccines: Take your best shot against COVID-19.



**Protect yourself and everyone else.**

**Here's your shot to get back to the people and places you love.**

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You'll soon be able to take a safe vaccine that will protect you and others from getting COVID-19. It will be free of charge. Here's what you need to know:

- **Scientists had a head start.** In fact, they built on years of work to develop the vaccine.
- **You cannot get COVID-19 from the vaccine.** And there were no serious safety concerns noted in clinical trials. You may have a temporary reaction like a sore arm, fever, headache or feeling tired and achy for a day or two.
- **Millions of people in the U.S. have already received their COVID-19 vaccine.**
- **It works. And you're protected.** Vaccines were found to help prevent COVID-19 and are effective in preventing hospitalization and death.
- **Your privacy is protected at all times.** No personal information will be sent to the CDC or ICE.
- **Supply will be limited at first.** But everyone has a spot to take their shot.
- **Go to [YourSpotYourShot.nc.gov](https://YourSpotYourShot.nc.gov) for information. You can also call the COVID-19 Vaccine Help Center toll-free at 1-888-675-4567.** Find out about the vaccines and where you'll be able to take your best shot against COVID-19.

# What's New @ Your Library

## Online Resources

- **Addressing Opioid Overdose Deaths in the Workplace.** CDC video.
- **COVID-19 Vaccine Resources for Construction.** CPWR infographics in English and Spanish.
- **Interim Public Health Recommendations for Fully Vaccinated People.** CDC webpage.
- **NFPA Journal.** Spring 2021. National Fire Protection Association magazine.
- **National Safety Stand-Down to Prevent Falls in Construction (May 3-7, 2021).** OSHA webpage.
- **Post-vaccination Considerations for Workplaces.** CDC webpage.
- **Safe and Proper Sharps Disposal During the COVID-19 Mass Vaccination Campaign.** CDC fact sheet.
- **Safety + Health.** April 2021. NSC publication.
- **Strategies for Sharps Disposal Container Use During Supply Shortages.** CDC fact sheet.
- **Struck By Infographics.** CPWR infographics in English and Spanish.
- **Ventilation in Buildings.** CDC webpage.
- **Worker Protections.** USDOL website in English and Spanish.

## New Periodicals

- *Professional Safety.* March 2021. American Society of Safety Professionals, 2021. *Donated by Phil Hooper, Standards and Inspections.*
- *Safety + Health.* April 2021. National Safety Council, 2021. *Donated by Wanda Lagoe, ETTA.*

## New Books

- *ASP Exam Essential Practice....* T 55.2 .F373 2021. Windjammer Environmental, 2021.
- *Guide on Electrical Inspection.* NFPA 78-2020. NFPA, 2019.
- *Jacks, Industrial Rollers, Air Casters and Hydraulic Gantries.* ASME B30.1-2020. ASME, 2020.
- *Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities.* NFPA 664-2020. NFPA, 2019.
- *Standard System for the Identification of the Hazards of Materials For Emergency Response.* NFPA 704-2022. NFPA, 2020.