



# LABOR N.C.

For all NCDOL Employees  
November 2018

## From the Commissioner

Three NCDOL employees were recently recognized by the Office of State Human Resources for completing the N.C. Certified Public Manager Program. This is a rigorous program designed for middle managers within state agencies, universities and local government.

A total of 44 public sector employees from 13 different agencies were recognized at this year's ceremony held at the Museum of History in Raleigh. All graduates were commended by State Auditor Beth Wood and Terry Bell, president of the N.C. Society of Certified Public Managers.

Please join me in congratulating Christine Ryan, Labor Standards Section; Marcy Collyer, ETTA; and Lee Peacock, OSH West, for earning this prestigious designation. I know the training received will help enhance the effectiveness of their leadership within our agency. Photographs from the awards ceremony are included on page 4.

In addition, please mark your calendars for the annual Christmas Open House scheduled for Wednesday, Dec. 12, at 2 p.m. The Christmas Open House culminates our annual U.S. Marine Corps Toys for Tots Drive. This year marks the 20th anniversary of the department's participation in the drive, so let's strive for 100 percent participation.

This is our opportunity to help families in need throughout North Carolina enjoy Christmas. As a mother and a grandmother, I cannot imagine a child without a toy under the tree on Christmas morning. Let's spread the joy of the season by giving to someone in need.



## Employee News

- Congratulations to Andrew Gunto and Richard Parker, Boiler Safety, for completing the National Board Supervisor Course and passing the exam.
- Congratulations to Bruce Miles and Kevin Higham, OSH East, for passing the Certified Safety Professional Exam to earn the CSP certification.

## New Hires

- Christina Morales-Bebrin, investigator, Wage and Hour, Charlotte
- Erin Smith, investigator, REDB, Raleigh
- Todd Waller, safety officer I, OSH East, Raleigh
- Will Matthews, industrial hygienist I, OSH East, Wilmington
- Michael Fialo, inspector, Elevator, Mecklenburg County

## Separations

- Brittany McCray, administrative specialist I, Human Resources, Raleigh
- Sue Swindle, investigator I, Wage and Hour, Raleigh

- Austin Geisler, health compliance officer I, OSH East, Raleigh
- Jacqueline Shaver, industrial hygienist I, OSH East, Raleigh

## State Employees Combined Campaign Together We Made a Difference

BY JOHN LUCKADO, 2018 NCDOL SECC DEPARTMENT EXECUTIVE

Many thanks to all of you who contributed to this year's State Employees Combined Campaign (SECC)! I would like to take this opportunity to thank the following campaign coordinators: Charity Locklear, Rose Gray-Shindler, Cynthia Richardson and Jackie Spangler.



In 2018 for the combined campaign, the generosity of Department of Labor employees and retirees resulted in total contributions of \$7,450. As I have mentioned in my earlier newsletters, your continued support of the SECC helps to ensure North Carolina charitable services are available to individuals and families in need.

All DOL pledged contributors automatically entered a drawing for one of four Amazon Echo Dots and one 5-by-7 desk art, easel-backed metal print with any photo of their choosing from Don Kinney's photography collection. You can view and purchase all of Don's amazing photos at [www.motherearthimages.com](http://www.motherearthimages.com). Winners have been notified. Congratulations to all five of you!

Thank you for your generous support of the State Employees Combined Campaign!

## Upcoming Birthdays

11-1 Sandy Scott	11-10 Doreen Makaya	11-24 Billy Amerson
11-2 James Zepede	11-15 Christine Ryan	11-27 Jiles Manning
11-4 Ted Wall	11-19 Gary Franks	11-27 Chris Moore
11-5 Cliff Dautrich	11-19 Neal Godwin	11-27 Jeffrey Pahulik
11-5 Barry Wilson	11-21 Hollis Yelverton	11-28 Alan Fortner
11-8 Rod Wilce	11-21 Luis D'Elia	11-28 Ronald Rankin
11-9 Bruce Pearson	11-22 Allison Jay	



# HUMAN RESOURCES

# NEWS FLASH

## Be Amazing

By TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

Growth and development are a big part of how you progress and meet expectations in your job. The key to your ongoing professional future is a continuous commitment to learning. Taking the initiative to sharpen your skills and improve yourself on a regular basis will not only bring value to the agency but will also build your confidence and make you remarkable.

**Be a focal point**—Consider how pivotal your job is for other parts to operate. Think of your contributions to the agency and visualize the impact you want to make. Visualizing your greatness can help you excel in your work and make you feel more empowered, while others see you as the valuable asset that you are.

**Showcase**—It's OK to share the work you are proud of and it's very OK to ask for help. Remember to keep track of your accomplishments as well as any development activities you complete using the comment section of the performance management workplan.

**Consider the possibilities**—When we have been in our same jobs for many years, it can be easy to forget why we do what we do at work. Consider your historical impact and acknowledge your own contributions, even if you plan to stay in your same position until you retire. Help make someone else amazing by sharing your knowledge and expertise.

For the month of November, we are highlighting the Leading at All Levels (LAAL) curriculum which is a great source for interpersonal skills development. The curriculum is offered across North Carolina and you can go into the NC Learning Center/Learning Management System (LMS) and search LAAL to find courses to meet your needs.

### **LAAL – Individual Contributor**

- Foundations (2-day)
- Outside the Box Thinking (1-day)
- Communicating with Your Team (1-day)

### **LAAL – Supervisor**

- Supervisor Foundations (2-day)
- Leading Teams (1-day)
- Coaching for High Performance (1-day)

When you make the effort to grow in your job and take on new challenges to stretch yourself, it shows your drive to succeed and inspires others to have confidence in you, because you're amazing!

## Podcast Title Survey

### The Results are In

The NCDOL Communications office would like to thank all who participated in the NCDOL Podcast Title Survey. Based upon NCDOL employees and NCDOL social media followers' input, the winning podcast title is "Inside NC Labor." The NCDOL Communications office is eager to start producing and recording the episodes. This podcast is designed to inform and educate North Carolina citizens on the role NCDOL plays in state government. The episodes will be featured on the website, [www.labor.nc.gov](http://www.labor.nc.gov), and also on NCDOL's social media platforms. Stay tuned for updates on this exciting new project.



## NCDOL Booth at the 2018 N.C. State Fair

By MIKE DANIELS, PUBLICATIONS

I want to take a moment to thank all the NCDOL employees who helped to make this year's state fair a success, and especially those who volunteered to work our fair booth. The booth was a huge hit once again, and the public continues to enjoy our trivia wheel, learning about safety through our stickers and handouts, and interacting with our friendly employees. Once again, a big thanks to you all.



*Luis D'Elia, OSH East, and Joe Long, ETTA, volunteering their time to work the NCDOL booth at the N.C. State Fair in the Scott Building Wednesday, Oct. 17, 2018.*



*Commissioner Berry and Juliana Rengifo, REDB, playing the trivia wheel with fairgoers at the NCDOL booth Tuesday, Oct. 16, 2018.*

## Certified Public Manager Graduation

Congratulations to three NCDOL employees for completing and graduating from the Certified Public Manager Program. A graduation ceremony was held at the Museum of History in Raleigh Monday, Oct. 1, 2018. The program is an in-depth, comprehensive, competency-based, nationally certified development program for middle managers from state and local government organizations.



*Phil Hooper, deputy commissioner for Standards and Inspections, and Kevin Beauregard, deputy commissioner for OSH, present certificates to CPM graduates Monday, Oct. 1, 2018. (L-R): Christine Ryan, Labor Standards Section; Marcy Collyer, ETTA; Lee Peacock, OSH West.*

# What's New @ Your Library

By NICK VINCELLI, LIBRARIAN



## New Print Titles

- *1001 Ways to Energize Employees* Workman Publishing, 1997. Donated by Harriett Hopkins, REDB.
- *Below-the-Hook Lifting Devices* (ASME B30.20-2018) American Society of Mechanical Engineers, 2018.
- *Code of Federal Regulations. 29, Labor* (Parts 900-1910.999) US GPO, 2017. Donated by the Legislative Library.
- *Hurricane Key Messages for Employers, Workers and Volunteers* CDC-NIOSH, 2018.
- *Emergency Preparedness for Farmworkers* USDOL-OSHA, 2016.
- *For Dropped Object Prevention* (ANSI/ISEA 121-2018) International Safety Equipment Association, 2018.
- *Inspection Practices for Pressure Vessels...* (API RP 572-2016) American Petroleum Institute, 2016.
- *Interim Guidance for Protecting Workers from Livestock and Poultry Wastewater and Sludge during Floods* CDC-NIOSH, 2018.
- *Mobile and Locomotive Cranes* (ASME B30.5-2018) American Society of Mechanical Engineers, 2018.
- *Power Piping* (ASME B31.1-2018) American Society of Mechanical Engineers, 2018.

## New Periodicals

- *Governing* (Sept.-Oct. 2018) e.Republic Inc., 2018.
- *NFPA Journal* (Sept./Oct 2018) National Fire Protection Association, 2018.

## Online FYIs

- *Interim Guidance for Protecting Workers from Livestock and Poultry Wastewater and Sludge during Floods* (NIOSH)  
<https://www.cdc.gov/niosh/topics/emres/wastewater.html>
- *Many Construction Safety and Health Materials Poorly Designed for a Worker Audience* (CPWR)  
<https://www.cpwr.com/sites/default/files/publications/KF2018-evaluating-readability-suitability.pdf>
- *NIH Medline Plus* (Summer 2018)  
<https://medlineplus.gov/magazine/issues/summer18/articles/toc.html>
- *NIH News in Health* (Oct. 2018)  
<https://newsinhealth.nih.gov/2018/10>
- *NIOSH Center for Motor Vehicle Safety* (NIOSH 2018-177)  
<https://www.cdc.gov/niosh/docs/2018-177/>
- *New Electric Rotary Drills Protect Worker Health Without Reducing Productivity* (CPWR)  
<https://www.cpwr.com/sites/default/files/publications/KF2018-new-electric-rotary-drills.pdf>
- *Preparedness and Safety Messaging for Hurricanes, Flooding, and Similar Disasters* (CDC)  
[https://www.cdc.gov/phpr/readiness/00\\_docs/CDC\\_Hurricanes\\_PreparednessSafetyMessaging\\_June2018\\_508.pdf](https://www.cdc.gov/phpr/readiness/00_docs/CDC_Hurricanes_PreparednessSafetyMessaging_June2018_508.pdf)



- *Protecting Yourself While Removing Post-Disaster Debris from Your Home or Business* (NIEHS)  
[https://tools.niehs.nih.gov/wetp/public/hasl\\_get\\_blob.cfm?id=9295](https://tools.niehs.nih.gov/wetp/public/hasl_get_blob.cfm?id=9295)
- *Safety + Health* (Sept.-Oct. 2018 issue—NSC)  
<https://www.safetyandhealthmagazine.com/publications/3-safety-health>
- *Safety Climate Assessment Tool* (S-CAT (CPWR))  
<https://safetyclimateassessment.com/>
- *Severe Storm and Flood Recovery Assistance* (USDOL)  
<https://www.dol.gov/general/stormrecovery>
- *Using Naloxone to Reverse Opioid Overdose in the Workplace* (NIOSH 2019-101)  
<https://www.cdc.gov/niosh/docs/2019-101/>
- *Why Preventable Deaths Are on the Rise* (recorded National Safety Council webinar)  
<https://www.youtube.com/watch?reload=9&v=Hf3V9h9y1Jg&feature=youtu.be>
- *Working Safely in Trenches* (OSHA Quick Card)  
[https://www.osha.gov/Publications/trench/trench\\_safety\\_tips\\_card.pdf](https://www.osha.gov/Publications/trench/trench_safety_tips_card.pdf)

## Halloween Fun



*PSIM: Rose Gray-Shindler, Jesika Freeman and Mildred Rivera*



*ETTA: Melissa Scally*



*HR: Darline Johnson*



*Wage and Hour: Crystal Moss, Elnora Russell-Fields, MaLee Vertucci, Adriana Jordan, Selenia Genao, Dawn Beasley and Shannon Council*