

From the Commissioner

I hope everyone had a great time at this year's Employee Recognition Banquet in Raleigh. I know that I did. The best part was getting to see most of your smiling faces there. I was also honored and surprised to receive the 25-year service award signed by many of you. I will treasure that moment and the certificate for many years to come.

Congratulations to all of this year's award winners, and special congratulations to Gwen Williams, who was named the 2017 Employee of the Year. Please see page 5 for photos of the superlative award winners as well as a list of service award recipients. Gwen and the other EOY nominees personify the hard work that each of you do every day to protect workers in this state.

Speaking of that, we are in the midst of fair season, a time of year that I truly enjoy. This year, the Elevator and Amusement Device Bureau will oversee ride inspections at 34 fairs across the state. I have already paid a visit to several fairs that, believe it or not, have come and gone.

Much of the focus this year in the media has been rider safety, due to the incident in Ohio earlier this year and a more recent ride incident in Greensboro. Phil, Tom and Tommy did a great job in addressing the lessons we learned from that tragedy and applying them to increased but focused examination of rides similar in design to the one that failed in Ohio.

As you have probably heard me state before, if our inspectors pass and certify a ride, I would feel comfortable putting my grandchildren on those rides. That's the confidence I have in our ride inspection program and our inspectors who work tirelessly to ensure the riding public is safe during fair season.

If you have attended or are planning to attend one of the many fairs across the state, you can take pride in knowing that North Carolina has earned a reputation as one of the safest states in which to ride an amusement device, and if you see one of our inspectors, take a minute to thank them for the job that they do.

Lastly, we've got the big fair coming up soon as well, the N.C. State Fair, which runs Oct. 12-22. I hope to see many of you out there on the midway, and maybe eat a snow cone or a corndog, or two. Until then, be safe, be well, and bundle up. The cooler weather will soon be upon us.

A handwritten signature in blue ink that reads "Cherie".

Employee News

- Congratulations to Carrie Boring, Elevator, who got engaged to boyfriend Kevin Shortt. Carrie and Kevin met during their undergraduate studies at Western Carolina University.
- Congratulations to James Cook, OSH Compliance West, on receiving the IH-MESH.
- Congratulations to Curtis Hobson, OSH Compliance West, on receiving the Public Sector MESH.
- Congratulations to Richard Kraemer, OSH Compliance West, on receiving the IH-MESH.
- Our condolences to the friends and family of Bill Best, who died Sept. 27. He was an OSH safety compliance officer in Asheville from 1987 until 2014. Bill was also named the 2013 Employee of the Year.
- Our condolences to Jackie Tanner, Elevator, on the death of her son, Michael Joseph Tanner, Aug. 29.

New Hires

- Stephanie Alsay, assistant director of budget and management, Budget, Raleigh
- Beth Rodman, bureau chief, ASH, Raleigh
- Barry Keeton, elevator inspector, Elevator, Guilford County
- Natalia Beckers, admin. assistant I, Wage and Hour, Raleigh
- Paul Martin, boiler inspector, Boiler, Wake County

Separations

- Jennie Smith, investigator, Wage and Hour, Raleigh
- Reggie Matthews, safety compliance officer I, ETTA, Raleigh
- William Long, safety officer, ASH, Raleigh
- Sarah Beth Koonce, admin. officer III, Administration, Raleigh
- Diedrik Lewis, safety compliance officer I, OSH East, Raleigh
- Tim Williams, safety compliance officer I, OSH East, Raleigh
- Jerry Wood, safety compliance officer I, OSH West, Charlotte

Retirement

- Henry Moore, elevator inspector, Elevator, Eastern B Area

NEW POLICY: Driver's License Policy

The agency has a new Driver's License Policy. The policy requires the Legal Affairs Division to perform a driver's license check on all selected candidates for hire into a position for which a valid driver's license is a requirement. This process must be completed before a job can be offered to the candidate. Please refer to the policy on the agency's intranet site. Questions about the policy can be directed to Renathe Cotten in Human Resources at 919-715-5211 or Jill Cramer in Legal Affairs at 919-733-0844.

Upcoming Birthdays

10-1 Sue Swindle	10-10 Beverly Stone	10-19 Veatasha Dorsey
10-1 Wanda Lagoe	10-11 David Crank	10-20 John Helton
10-4 Scott Mabry	10-12 Donald Payne	10-22 Lisa Rayborn
10-4 Michael Greer	10-13 Scott Justice	10-25 Bill Allen
10-5 Lafayette Atkinson	10-13 Robin Ewart	10-26 Howard Laurie
10-5 Kristie Hall	10-13 Grant Quiller	10-26 Tommy Petty
10-5 Lynn Stephenson	10-14 Gene Lassiter	10-29 Robbie Zimmerman
10-6 Mark Luniewski	10-16 Allan Greene	10-30 Kenny Garner
10-6 Curtis Hobson	10-17 Chris Monaco	10-31 Kathy Canady
10-7 Beverly Lott	10-18 John Jaskolka	10-31 Cynthia Richardson

Performance Management 2017-2018 (Success!)

BY TERRI R. HARRIS, HUMAN RESOURCES DIVISION

We successfully made it through the third performance management cycle using NCVIP. There are still kinks to work out but we have come a long way in getting used to the technology and the processes. There have been changes to the system, timeframes, and in the very near future we will share the new performance policy that was recently approved by the State Human Resources Commission.

During the 2017-2018 performance cycle, the plan is to focus on the true meaning of performance management and use our process and technology tool the way it is meant to be used. This year's objective for performance management is to document in the system more often, from the continuous dialogue that occurs.

When discussing performance management, people tend to think of it as the performance review at the end of the year. Performance management is essentially a system that ensures that specific organizational goals are aligned with the performance expectations of our employees to meeting those goals and our agency mission. We succeed individually and organizationally when we treat the system as a tool to promote on-going dialogue, continuous review of progress, and the basis for employee development.

Regular and meaningful performance discussions provide an opportunity to explore what is going well and any challenges that may impede acceptable performance and meeting goals. For the latter, regular discussions help the supervisor and the employee develop plans and agree on actions to overcome barriers to satisfactory performance. The interactions help to build stronger partnerships, promote employee growth, and drive stellar performance. It is recommended that such discussions be captured in the NCVIP which will easily help with tracking performance data.

We look forward to a great fourth performance management cycle! The NCVIP Core Team continues to develop tools and processes to support an uncomplicated and meaningful process.

State Employees Combined Campaign

BY JOHN LUCKADO, 2017 NCDOL SECC DEPARTMENT EXECUTIVE

The Department of Labor's participation in the 2017 State Employees Combined Campaign runs through **Oct. 13, 2017**. SECC solicitors within each bureau are hard at work delivering and collecting SECC Campaign Guides and Pledge Forms. In addition, you can access information about SECC charitable organizations at www.ncsecc.org.

The DOL SECC Campaign Coordinators are: Administration, John Luckado; Standards and Inspections, Charity Locklear; OSH- ORB, Ed Geddie; OSH- East Compliance, Cynthia Richardson; & OSH-West Compliance and other OSH employees in Charlotte, Winston-Salem and Asheville, Jackie Spangler. Please notify a coordinator if you have not received your campaign materials. Your Beacon number is needed if you choose to do the payroll deduction and can be found at the top of your pay statement listed as personnel number.



Pledges will be collected through **Friday, Oct. 13, 2017**. All DOL pledged contributors automatically enter a drawing for one of three Amazon Echo Dots. Winners will be notified via email.

"To make a difference in someone's life, you don't have to be brilliant, rich, beautiful, or perfect. You just have to care." ~Mandy Hale

Thank you in advance for your generous participation!

What's New @ Your Library

By NICK VINCELLI, LIBRARIAN



New Video Streaming Subscription

The library has partnered with Training Network, a Durham-based video distributor, to offer access to a selection of online streaming videos covering various safety and health (as well as human resources) topics to NCDOL employees and library patrons in North Carolina.

Please contact the library (dol.library@labor.nc.gov) if you're interested in accessing these videos.

New Print Titles

- *Building Code Requirements for Structural Concrete* (ACI 318-2014) American Concrete Institute, 2014.
- *The Cultivator* (Aug. 2017) NCDOL-OSH/ASH, 2017.
- *NESC Handbook* (2017 ed.) IEEE, 2017.

New DVD

- *Walking and Working Surfaces...* (DVD 782e/s—English & Spanish) American Training Resources; 2017; 21 mins.

Online FYIs

- *After the Flood: Mold Specific Resources*
<https://asprtracie.s3.amazonaws.com/documents/after-the-flood-mold-specific-resources.pdf>
- *Cleaning Up, Staying Safe*
<https://blog.dol.gov/2017/09/06/cleaning-staying-safe>
- *Construction Fatality Digest* (April-June 2017)
<http://cirpc.bus.utk.edu/Research/documents/ConstructionFatalityDigest22.pdf>
- *EMS Workers: How Employers Can Prevent Injuries and Exposures*
https://www.cdc.gov/niosh/docs/2017-194/default.html?s_cid=3ni7d2enews2017
- *Hurricanes and Typhoons*
<https://disaster.nlm.nih.gov/enviro/hurricane.html>
- *NIOSH Lifting Equation App: NLE Calc*
<https://www.cdc.gov/niosh/topics/ergonomics/nlecalc.html>
- *Process Safety Management for Petroleum Refineries*
<https://www.osha.gov/Publications/OSHA3918.pdf>
- *Self-contained Breathing Apparatus (SCBA) Evaluation in Support of the Fire Service*
<https://www.cdc.gov/niosh/npptl/ppe-fireservice/>
- *Society for Chemical Hazard Communication*
http://www.schc.org/assets/committees/outreach_training_for_schools.pptx

2017 Superlative Award Recipients



2017 Employee of the Year
Gwen Williams, Budget and Management

Commissioner's Award for Excellence in Service



JoAnn Bell, Boiler Safety
Standards and Inspection Division



Wesley Tart, Elevator and Amusement
Standards and Inspection Division



Laura Crawford, Compliance West
OSH Division



Eursula Joyner, ETTA
OSH Division



Crystal Moss, Research and Policy
Administration Division

Service Award Recipients

Five Years of Service

Buddy Amerson, Consultative Services
Alexa Celine Cherry, Compliance West
Carey M. Creech, Elevator and Amusement Device
Bart Evans, Elevator and Amusement Device
Michelle Evans, ETTA
Candice Fagnani, Consultative Services
Michael Hayhurst, Jr., Information Technology
Adriana Jordan, Wage and Hour
Donald L. Kinney, Boiler Safety
Jeffrey Mitchell, Compliance East
Crystal Moss, Research and Policy
Sherry M. Phillips, Compliance West
Jill C. Warren, Compliance West

Ten Years of Service

Frederick Byrum, Elevator and Amusement Device
John Patrick Helton, Elevator and Amusement Device
Lori Kees, Consultative Services
Robert Martin, Elevator and Amusement Device
Emily McGill, Information Technology
Lee McKinney, Consultative Services
Robert O'Neal, ETTA
Amelia J. Pearson, Compliance East
Johana Ramirez, ASH
Melissa Rayborn, Compliance West
Karissa Sluss, OSH Review Commission
Jacqueline Tanner, Elevator and Amusement Device

Fifteen Years of Service

Fleda K. Anderson, Consultative Services
Altagracia Guzman, Compliance East
Kristie Hall, Compliance West
Angela Richardson, Wage and Hour
Dorothy C. Strickland, EDB
Sue Swindle, Wage and Hour
Wesley W. Tart, Elevator and Amusement Device
Gary Thorpe, Compliance West

Twenty Years of Service

Steve Burris, Elevator and Amusement Device
Charity Locklear, Standards and Inspections
Dawn Jarman, Compliance West
Kevin O'Barr, Consultative Services

Twenty-Five Years of Service

Michael Daniels, Publications
Doris C. Gilliam, Compliance West
Tammy Higgins, OSH Administration
Theodore Wall, Elevator and Amusement Device

Thirty Years of Service

Karen L. Bogner, PSIM
Carol Wells, ETTA
Roseanne P. Morgan, Consultative Services



Renathe Cotten, HR director, along with Art Britt, chief of staff, present Commissioner Berry with a 25-year service award at the Employee Recognition Banquet on Wednesday, Sept. 13. The award was signed by many NCDOL employees.