

From the Commissioner

I hope that each of you who attended the Employee Recognition Banquet on Wednesday, Sept. 14, enjoyed the event as much as I did. The banquet is the only opportunity we get to come together and mix and mingle as a group. It was great for me to see so many of you together under one roof, and I look forward to many more of these gatherings in the future.

I always look forward to recognizing the recipients of the Commissioner's Award for Excellence in Service. The recipients are nominated for their leadership and dedication to the department. This year, I was pleased to recognize the following: Charity Locklear, Standards and Inspections; Adriana Jordan, Wage and Hour; Mark Taylor, Consultative Services; Jackie Spangler, West Compliance; and Angela Hamilton, Human Resources. Thank you for your dedication and leadership within the department.

I'd also like to say a word about the 2016 Employee of the Year. The employee of the year is nominated and selected by your peers, which is the ultimate compliment. This year was the largest number of nominations submitted to the Employee of the Year Selection Committee. After careful review of all those nominated, Nelson Edwards was selected as this year's recipient. Lee Peacock, the 2015 recipient, was present to announce Nelson as this year's winner and to present his certificate and award. For those of you who may not know Nelson, he works in the Consultative Services Bureau as a supervisor. Nelson has been with the department for 25 years and is a great ambassador for NCDOL, and very deserving of this special recognition. We are fortunate to have Nelson on board as well as the five recipients of the Commissioner's Award for Excellence in Service. To view a video of this year's recipients, click [*here*](#).

Finally, I'd like to thank the Employee Recognition Banquet Planning Committee for their work on planning the banquet. It is a big undertaking and their participation is much needed and appreciated. The members include Jennifer Haigwood, Sarah Beth Koonce, Adriana Jordan, Carrie Boring, Amanda Carroll, John Luckado, Eursula Joyner, Karen Kelly, Kristi Bryson, Tammy Higgins, Laura Crawford and Steve Able.



Employee News

- In September, the Elevator and Amusement Device Bureau designated an inspector from each of the bureau's operational areas to senior inspector. Senior inspectors possess advanced industry knowledge and experience, which allow them to support the area supervisor and train fellow inspectors. Please join us in congratulating these five gentlemen:
 - Patrick Helton, Western Area A
 - Ted Wall, Western Area B
 - Mike Hopper, Central Area
 - Harold Wagner, Eastern Area A
 - Steve Green, Eastern Area B
- Congratulations to Trevor Atwood, son of Kirby Atwood (Compliance West), and his baseball team (Rowan County) for winning the 2016 Southeast Regional American Legion baseball championship. Rowan/North Carolina represented the Southeast in the American Legion World Series. Eight teams (Regional Champions) from California, Arkansas, Virginia, Rhode Island, Nebraska, Washington, Indiana, and of course North Carolina

played in the World Series. Games were televised on ESPNU and ESPN3. North Carolina made it to the championship game vs. Arkansas. We lost 8-6 in 12 innings. We had the bases loaded in the bottom of the 12th when our SS grounded out to the pitcher. Trevor #15 was the starting catcher for North Carolina throughout. He finished the year batting .321 with 1 HR, and 12 doubles. Team was 41-13 for year.

- Congratulations to Regina Cullen, Agricultural Safety and Health Bureau, on the birth of her granddaughter. Kefira was born Aug. 11 in Berkeley, California, weighing in at 6 pounds, 15 ounces. She is the daughter of Regina's daughter Jessica Luginbuhl and son-in-law Michael Schwartz.
- Congratulations to Mike Daniels, Publications Bureau, on the birth of his grandson. Brentley Morris Keith was born Aug. 9, weighing in at 8 pounds. He is the son of Mike's daughter Jackie and son-in-law Zack.
- Congratulations to Jennie and Alan Cagle on the birth of their son. Owen Thomas Cagle was born Sept. 21, weighing in at 8 pounds, 12 ounces. Jennie works in West Compliance in the Asheville office.
- Our condolences to the friends and family of Susan Strickland-Rose, who died Aug. 5. Susan worked in the Elevator and Amusement Device Bureau from April 2007 through July 2012.

New Hires

- Horace Dozier, Safety Compliance Officer I, OSH, Raleigh
- Danny Mattfield, Safety Compliance Officer I, OSH, Raleigh
- Paul Chavis, Safety Compliance Officer I, OSH, Raleigh
- Jacqueline Shaver, Health Compliance Officer I, OSH, Raleigh
- Jay Wood, Safety Compliance Officer I, OSH, Charlotte
- James McCloud, Elevator Inspector
- Michael Hayward, Safety Compliance Officer I, OSH, Charlotte
- Mary Katherine Pegram, Information and Communications Specialist II, Communications, Raleigh
- Kathy Martorell, Discrimination Investigator, Employment Discrimination
- Dennis James, Inspector, Elevator
- Judyth Niconienko, State Plan Coordinator, OSH Administration, Raleigh

Upcoming Birthdays

10-1 Sue Swindle	10-13 Robin Ewart	10-25 Billy Allen
10-1 Wanda Lagoe	10-14 Gene Lassiter	10-26 Howard Laurie
10-5 Lafayette Atkinson	10-16 Allan Greene	10-26 Tommy Petty
10-5 Kristie Hall	10-17 Christopher Monaco	10-29 Robbie Zimmerman
10-6 Mark Luniewski	10-18 John Jaskolka	10-29 Julie Hughes
10-6 Curtis Hobson	10-19 Veatasha Dorsey	10-30 Kenny Garner
10-7 Beverly Lott	10-20 Patrick Helton	10-30 Mark Leary
10-10 Beverly Stone	10-22 Melissa Rayborn	10-31 Kathy Canady
10-13 William Justice	10-22 Lane Carter	



A poster for OSH Compliance East's Spotlight of the Month Mia Pearson highlights her service to the bureau.

Job Change

- Kirby Atwood, Safety Compliance Officer I to Safety Compliance Officer II, OSH, Winston-Salem
- Ted Wall, Elevator Inspector to Senior Elevator Inspector
- John Helton, Elevator Inspector to Senior Elevator Inspector
- Harold Wagner, Elevator Inspector to Senior Elevator Inspector
- Steve Green, Elevator Inspector to Senior Elevator Inspector
- Mike Hopper, Elevator Inspector to Senior Elevator Inspector

Separations

- Casey Kirkman, Elevator Inspector, Elevator & Amusement
- Mark Leary, Inspector, Elevator
- Keith Eason, Health Compliance Officer I, OSH East

Retirements

- Allen McNeely, OSH
- Tom Savage, OSH
- Rodger Griffin, OSH
- John Grindstaff, Inspector Supervisor, Elevator

State Health Plan & NCFlex Annual Enrollment

State Health Plan & NCFlex Annual Enrollment began Oct. 1, 2016. There will be annual enrollment employee outreach sessions across the state. You may view the session calendar here: <https://shp.nctreasurer.com/AboutSHP/connect/Pages/2017-Open-Enrollment-Member-Outreach-Events.aspx>. The website includes a copy of the PowerPoint presentation for employees who would like information about the health plans but cannot attend a session.

Attendance at these annual enrollment employee outreach sessions counts as work time. Get your supervisor's approval prior to attending an event.

State Employees Combined Campaign

BY JOHN LUCKADO, NCDOL SECC COORDINATOR

The Department of Labor's participation in the 2016 State Employees Combined Campaign (SECC) runs through Oct. 28, 2016. SECC solicitors within each unit 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, Jackie Stump; OSH-East Compliance, Karen Kelly; and 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. 28, 2016. All DOL pledged contributors will enter a drawing for one of the Yeti tumblers or a Fitbit. Winners will be notified via email.

Thank you in advance for your generous participation! We really can make a difference!

Junior Olympic Success

During this Olympic year, Byrum Brown, the son of one of our very own employees (Nicole H. Brown, East Compliance Bureau Chief), had a successful Junior Olympic season, which ended July 31. Prior to the start of the track season, Byrum set a personal goal to become the National Champion in the 1500m and to go the USATF Junior Olympics National Championship in all three of his events (1500m, 800m and turbo-javelin).

When Byrum began the track season, he knew he had a lot of work to do to become a National Champion and to make it to USATF Junior Olympic National Championships in all three of his events. He worked with his coaches at Carolina Elite, as well as his personal running coach, to develop a training regimen that prepared him for each and every track meet. Byrum finished first place in all three of his events in both the State Junior Olympics Championships in Greensboro (NC A&T State University) and the Regional Junior Olympic Championships in Landover, Maryland (PG Sports & Learning Complex). Based on his success at the local and regional level, he earned a chance to compete in the USATF Junior Olympic National Championships that were held at Sacramento State University in Sacramento, California.

The National Junior Olympic Championships has some of the top athletes in the country competing in all track and field events. The top eight athletes in each event earn All-American honors and the first place winner is the National Champion.

While in Sacramento, Byrum finished every one of his events with a personal best in times/distances. Byrum finished in the top three in the nation in all of his events this year.

- 1st place—1500M (4:41.28)—All-American & National Champion



Byrum Brown, son of Nicole Brown (East Compliance), displays the medal he won at the USATF Junior Olympic National Championships.

- 2nd place—Turbo-Javelin (43.81m)—All-American
- 3rd place—800m (2:13.47)—All-American

Byrum is not only a good athlete, he is also a good student. Byrum achieved his personal goal to become a USATF Junior Olympic National Champion, but most importantly he maintained all A's for the entire 2015-2016 school year. He also received, the highest score possible (a 5 rating) on all of his 6th grade End of Grade (EOG) testing. Although he is only 11, his work ethic is admirable and he is very goal driven student athlete with big aspirations. He would like to compete in college athletics and maybe even the 2024 Olympics.

Beginning Again—Tips for the 2016-2017 Performance Cycle

BY TERRI R. HARRIS, EMPLOYEE RELATIONS SPECIALIST

It's hard to believe that we are already three months into the 2016-2017 performance cycle. It seems like it was just yesterday that we had our year end performance discussions and for the first time, electronically signed our evaluations. Kudos to all staff members in DOL! We made it through the first cycle of the new NCVIP Performance Management Program. Yes, it was challenging and painful at times, but we should all celebrate the success of such a dynamic organizational change. There were plenty of growing pains and lessons learned. The NCVIP team is constructing effective tools to successfully get us through the current cycle.

But in the interim, we want to help jumpstart us all for remarkable performance for the current cycle.

Reset: Make sure you understand and align your performance goals and demonstration of the core with your energy and ambition to do your absolute best for this cycle. It will be recognized and commended.

Reach: Your performance work plan is your guide to success along with continuous dialogue with your supervisor throughout the entire cycle. Find effective ways to stretch yourself while keeping up with your expectations.

Rack It Up: Remember, we are already in the third month of the performance cycle and it is never too early to track and document your performance. When we are outside of NCVIP tasks (Planning, Interim, Evaluation), we have access to our work plan to enter comments on our goals. The NCVIP Core Team will share a tool to document the Core Values by end of October 2016.

What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN

Updated Library Resources Page

- http://10.35.133.11/etta_one_stop/listingDetails.cfm?&catid=16&subcatid=201

This page has been updated and can be accessed from OSH One Stop Shop (Library Resources page).

New Print Titles

- *Agricultural Machinery—Safety—Part 1: General Requirements* (ISO 4254-1: 2013). ISO, 2013.
- *Derricks* (ASME B30.6-2015). ASME, 2015.
- *Employer's Guide to the Family and Medical Leave Act* (WH1421). USDOL-WHD, 2016.
- *Environmental Management Systems—Requirements With Guidance for Use* (ISO 14001-2015). ISO, 2015.
- *Flash Point by Tag Closed Tester* (ASTM D56—2016). ASTM, 2016.
- *Gas Pressure Regulators* (CGA E-4-2010). CGA, 2010.
- *N.C. Occupational Safety and Health Program Statistics (October 2014–September 2015)*. NCDOL-OSH, 2016.
- *NFPA Journal* (September/October 2016). NFPA, 2016.
- *Need Time? The Employee's Guide to the Family and Medical Leave Act* (WH1506). USDOL-WHD, 2015.
- *OSHA Guide to Maritime Industry Regulations* (January 2016). Mancomm, 2016.
- *Personnel Qualification and Certification in Nondestructive Testing* (ASNT SNT-TC-1A-2016). ASNT, 2016.

- *Textile Machinery—Safety Requirements—Part 1: Common Requirements* (ISO 11111-1: 2016). ISO, 2016
- *Woodworking Machinery—Safety Requirements* (ANSI O1.1-2013). WMMA, 2013.
- *Working Safely With Nanomaterials* (OSHA FS-3634). USDOL-OSHA, 2013.

New DVDs

- *Distracted Driving: How Focused Are You?* (DVD 769e—English). Aurora Pictures; 17 minutes; 2016.

Online FYIs

- *Disaster Health Information Sources: The Basics* (free online course)
https://disasterinfo.nlm.nih.gov/dimrc/disastercourse_thebasics.html
- *Emergency Preparedness and Response: NLM Hurricane and Flood Information Resources*
<http://tinyurl.com/jgobr55>
- *How to Protect Workers From Zika Exposure*
<https://blog.dol.gov/2016/08/02/how-to-protect-workers-from-zika-exposure/>
- *Improving Workers' Health Across the Globe ...* (NIOSH 2016-118)
<http://www.cdc.gov/niosh/docs/2016-118/>
- *The Key to Successful Mine Emergency Response*
<https://blog.dol.gov/2016/08/04/the-key-to-successful-mine-emergency-response/>
- *Lethal Exposure to Methylene Chloride During Bathtub Refinishing*
<https://www.osha.gov/Publications/OSHA3883.pdf>
- *Mine Academy Marks 40 Years of Service*
<https://blog.dol.gov/2016/08/18/mine-academy-marks-40-years-of-service/>
- *N95 Day*
<http://www.cdc.gov/niosh/npptl/n95day.html>
- *NIOSH Pocket Guide to Chemical Hazards (NPG) Mobile App*
<http://tinyurl.com/zyoj5sk>
- *NIOSH Research Rounds*
<http://tinyurl.com/jzselrc>
- *OSHA Fatal Facts* (No. 14)
<https://www.osha.gov/Publications/OSHA3884.pdf>
- *OSHA Twitter Page*
https://twitter.com/OSHA_DOL
- *OSHA Pilots New, Expedited Whistleblower Review Process*
<http://tinyurl.com/gwpg5ve>
- *Research Associates Some Pesticides With Respiratory Wheeze in Farmers*
<https://news.ncsu.edu/2016/08/hoppin-wheeze/>
- *Temporary Worker Initiative: Bloodborne Pathogens*
<https://www.osha.gov/Publications/OSHA3888.pdf>
- *Temporary Worker Initiative: Powered Industrial Truck Training*
<https://www.osha.gov/Publications/OSHA3889.pdf>
- *Truck Driver Job-Related Injuries in Overdrive*
<https://blog.dol.gov/2016/08/17/truck-driver-job-related-injuries-in-overdrive/>