



SEPTEMBER 2020

LABOR N.C.

For all NCDOL Employees

FROM THE COMMISSIONER

While the Employee Recognition Banquet will not take place this year, I am looking forward to presenting the state's five-year incremental service awards, the superlative awards and the Employee of the Year award. It has been such an honor for me to present these awards over the past 19 years and I look forward to bestowing them one more time before wrapping up this administration.

While the presentation of the awards will be a little different this year due to COVID-19, the meaning of the awards remains the same and each one is significant. The recipients and those nominated personify the hard work that each of you do every day to carry out the department's overall mission. Whether you are answering the phone or managing a bureau or division, what you do each day, and what we all do collectively to carry out the department's overall mission, is important.

The service awards are designed to recognize employees for longevity and commitment to the state and begin after five years of service. This year, 63 of you will be recognized for your service to the state and I look forward to presenting these awards to those of you who qualified for the recognition.

The superlative awards are nominated by the three division directors—Art Britt, Administration; Kevin Beauregard, OSH; Phil Hooper, Standards and Inspection—and selected by me. It is always a tough decision and one that is weighed very carefully. These recipients are held in the highest regard within the agency and it is an honor for me to share these announcements with all of you each year.

One of the highlights of the awards ceremony is the presentation of the person chosen as the much-admired Employee of the Year. The award is distinctive because it is your peers who nominate and select this individual. I believe it is the utmost compliment and honor to be respected and valued by your colleagues in this fashion. I look forward to seeing who LaMont Smith, the 2019 recipient, will relinquish the crown to for this year's outstanding achievement.

Nominations for the Employee of the Year will open soon, so please think about someone you would like to nominate for 2020. It can be someone from your bureau or division or someone outside of your work group that you think is deserving of this special recognition.

Finally, I am looking forward to September and hopefully some much cooler weather. I hope each of you can enjoy the long and well-deserved Labor Day weekend on Monday, Sept. 7.



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EMPLOYEE NEWS

- Our condolences to the family and friends of Deena Dickinson, who died Aug. 2. Deena was an OSH inspector for NCDOL since 2016. **Link to obituary.**
- Congratulations to Tom and Danielle Knowland, Compliance Bureau, on the birth of their granddaughter, Gwendolyn Star Conlee, who was born Aug. 13. Gwendolyn is the daughter of Daneielle and Tom's daughter, Madelyn and Brian Conlee.

NEW HIRE

- Willard Dunlop, OSH East, OSHA industrial hygienist, Raleigh

PROMOTIONS

- Horace Dozier, OSH East, OSHA safety officer, Raleigh
- Beth Henley, Financial Services, accounting technician, Raleigh
- Grant Quiller, OSH West, OSHA industrial hygienist, Charlotte
- Idelisse Perez, ETTA, OSHA industrial hygienist, Raleigh

RETIREMENT

- Judy Durham, OSH East, administrative specialist, Wilmington

TRANSFER

- Celeste Hardy, ETTA, OSHA safety officer, Raleigh

SEPARATION

- Lauren Norton, ASH, OSHA safety officer, Raleigh



September Birthdays!

3 Jordan Hines
3 Kisha Holmes
4 Danielle Knowland
7 Antoine Pope
8 Paulette Geddes
8 Dolores Quesenberry
10 Will Matthews
10 Brent Wood
11 Starsky Martin

12 Todd McNoldy
13 Greg Sims
15 Natalie Bouchard
15 Jennifer Haigwood
17 Norma Derqui-Lopez
20 Charity Locklear
21 Dean Edwards
21 Danny Harrell
23 Jacopo Wiggins

25 Michelle Burks
26 Carol Wells
28 Andrew Doyle
28 James McCloud
28 Larry Sumner
29 Ed Geddie
29 Benjamin Teal
30 Alexa Cherry

2020 SECU Combined Campaign

By Natalie Bouchard, SECC Department Executive

While 2020 has not been the best year for many of us, for a myriad of reasons, one way I have found to ease the hardships and despair is to give back to my community. The State Employees Combined Campaign is a way that you can do that too.

The campaign provides a convenient, efficient, and trusted way to give to causes important to our local communities, state, and world through financial support.

More than 900 organizations were vetted and meet standards of charitable accountability for giving in 2020. More than ever, your donations are needed. You can make a difference. Find your cause and search organizations at ncsecc.org.

Be on the lookout for more information about NCDOL's Combined Campaign, from your local SECC captain or me, in the coming months. Thank you for your generosity.

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.

Podcasts are recorded over the phone as of March 31, 2020, in accordance with social distancing protocol.



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Inside NC Labor



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What's New @Your Library

Online Resources

- **...Additional Guidance On Wage And Hour Rules, Family And Medical Leave As Workplaces Reopen.** USDOL-WHD news release.
- **Agricultural Worker Safety During COVID-19 Wallet Cards.** English and Spanish. OSHA publication.
- **Carpooling.** CDC Infographic.
- **COVID-19 Communication Plan for Select Non-healthcare Critical Infrastructure Employers.** CDC webpage.
- **Discontinuation of Isolation for Persons with COVID-19 Not in Healthcare Settings.** CDC Interim Guidance webpage.
- **Fluctuating Workweek Method of Computing Overtime Under the Fair Labor Standards Act (FLSA), "Bonus Rule" Final Rule.** USDOL-WHD fact sheet.
- **Geographic Impact Of COVID-19 In BLS Surveys By Industry.** BLS Monthly Labor Review article.
- **Head Protection: Preventing Head Injuries.** CPWR training video.
- **IAPMO Uniform Codes.**
- **National Safety Stand Down to Prevent Falls in Construction.** September 14–18, 2020. English and Spanish. OSHA poster.
- **Nearly 50 Years Of Occupational Safety And Health Data.** BLS Beyond the Numbers article.
- **NIH News in Health.** August 2020 issue.
- **Preparedness Is Critically Important During Hurricane Season.** Building Safety Journal article.
- **Safety + Health.** August 2020 issue.
- **Safety Culture and Health Care.** NIOSH science blog post.
- **Skin Irritation from Prolonged Use of Tight-Fitting Respirators.** NIOSH science blog post.

- **Steps to Protect Automotive Service Workers from Exposure to Coronavirus.** OSHA document.
- **Whistleblower Protection for Employees Who Report Federal Tax Law Violations.** OSHA fact sheet.

New Consensus Standards

- *Accepted Practices for E-Learning in Safety, Health and Environmental Training.* ANSI/ASSP Z490.2 - 2019. ASSP, 2019.
- *Material Placement Systems.* ASME B30.27 - 2019. ASME, 2019.
- *Occupational Educational Personal Eye and Face Protection Devices.* ANSI/ISEA Z87.1 - 2020. ISEA, 2020.
- *Ropes.* ASME B30.30 - 2019. ASME, 2019.

New Periodicals

- *Occupational Safety and Health.* October 2019–August 2020 issues. *Donated by Starsky Martin, ETTA.*
- *Safety + Health.* August 2020. National Safety Council, 2020. *Donated Wanda Lagoe, ETTA.*