



SEPTEMBER 2023

# LABOR N.C.

*For all NCDOL Employees*

## FROM THE COMMISSIONER

It's hard to believe summer is almost over and we're headed into the cooler days of September. I love the summertime, but I am looking forward to fall and all the wonderful activities going on throughout the season!

As I mentioned in last month's column, August kicked off the traditional county fair season. September opens with one of the largest fairs in our state – the N.C. Mountain State Fair in Fletcher. I will participate in the fair's safety press conference with Agriculture Commissioner Steve Troxler on Sept. 7 and will tour the fairgrounds with Tommy Petty and our Elevator and Amusement Device Bureau staff.

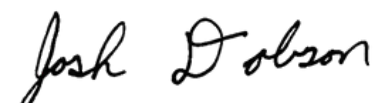
The N.C. Mine Safety and Health Conference is Sept. 13-15 in Cherokee. The conference is jointly sponsored by NCDOL's Mine and Quarry Bureau and the N.C. Aggregates Association. The Mine and Quarry Bureau provides critical safety and health services to operators, employees and contractors in the aggregate industry. As part of the event, our Communications team will record an episode of *Inside NC Labor* with staff of our Mine and Quarry Bureau to discuss their roles, the work they do and how important it is that our state has the services they provide.

I am also very excited to attend the Carolina Star Safety Conference, happening Sept. 20-22, at the Koury Convention Center in Greensboro. Last year's theme was "25 Years of Safety – Past, Present, Future," and the conference had 724 participants from across the state. I am looking forward to this year's conference having even more participation. Our Recognition Program staff and the Carolina Star Safety Conference Board of Directors put in a lot of hard work to make this conference the success that it is.

Later this month, I will also be attending the Occupational Safety and Health State Plan Association (OSHSPA) meeting in Saratoga Springs, NY. There are 29 states and territories that are an OSHA-approved state plan, and this meeting provides an opportunity for those state plans to meet and discuss what is going on in their states and to also talk with Federal OSHA.

The Employee Recognition Banquet is right around the corner. Our banquet planning committee has been hard at work all year to raise money for this event! The Employee Recognition Banquet is scheduled for Oct. 11 at the McKimmon Center. Stay tuned for forthcoming information.

I hope everyone enjoys the upcoming Labor Day weekend!



# EMPLOYEE NEWS

- Warren Lutz, OSH West, MESH, Construction MESH and Industrial Hygiene MESH.
- George Thrower, OSH West, OSH Construction Safety Specialist (OCSS)
- Kevin McGuire, OSH West, Occupational Hygiene and Safety Technician (OHST) certification

## NEW HIRES

- Danielle O'Rourke, Financial Services, accounting technician II, Raleigh
- Lindsey Miller, OSH East, professional associate - safety, Wilmington
- Michael Flynn, Elevator and Amusement Device, elevator inspector, Mecklenburg County
- Sophie Plott, Legal Affairs, agency legal specialist II, Raleigh
- Lillian Oxendine, Financial Services, accounting technician I, Raleigh

## PROMOTIONS

- Chris Sholar, ETTA, OSHA consultant health, Charlotte

## SEPARATIONS

- Grant Quiller, OSH, OSHA industrial hygienist II, Charlotte
- William Cecil, Elevator and Amusement Device, elevator inspector, Randolph County
- Dwen Andrews, Wage and Hour, wage and hour investigator I, Raleigh

## RETIREMENTS

- Ted Wall, Elevator and Amusement Device, elevator inspection supervisor, Western B
- Barry Keeton, Elevator and Amusement Device, elevator inspector, Guilford County
- Tim Hogan, ETTA, OSHA consultant health, Winston-Salem

## September Birthdays!

- 3 Dereese Atkinson
- 3 Kisha Scotton
- 3 Edgar Starnes
- 5 Tomas Castillo
- 5 Elizabeth Soravilla
- 8 William Ballard
- 8 Paulette Geddes
- 10 Brent Wood

- 11 Starsky Martin
- 12 Todd McNoldy
- 13 Greg Sims
- 13 Stephen Way
- 14 Thomas McHugh
- 15 Jennifer Haigwood
- 20 Charity Locklear
- 21 Ricky Boggs
- 21 Dean Edwards

- 21 Danny Harrell
- 22 Tyler Smith
- 23 Jacopo Wiggins
- 24 Kimberly Kirby
- 26 Carol Wells
- 29 Michael Johnson
- 29 Ben Teal
- 30 Ana Smith



# HUMAN RESOURCES UPDATE

## **Your Mygroup EAP**

*By Angela Hamilton, Human Resources*

*Your EAP is a free service available to all NCDOL employees. Each employee along with every member of their household has up to three free counseling sessions. If your issue requires a referral for continued counseling beyond the three free visits, they can assist with that also. Keep in mind you have three sessions per issue within a year, so if you used this service in the past for the three sessions, you could still benefit by using this service again if you are having another issue that requires counseling. As always, the EAP maintains confidentiality.*

*Just call or log on to get started.*

*TOLL-FREE: 888-298-3907*

*WEBSITE: [www.mygroup.com](http://www.mygroup.com)>My Portal Login>Work-Life*

*USERNAME: nclabor*

*PASSWORD: guest*

## **Performance Management Update**

*By Angela Hamilton, Human Resources*

*The performance management tasks are in the last steps for the evaluation and performance planning stages in NCVIP. Now that approved goals are in place for the '23-'24 cycle I want to encourage continuous feedback between employees and supervisors. Until our next task in January, the interim, it is important to maintain effective communication throughout the cycle, not just during the completion of NCVIP tasks. Staying engaged is key when meeting your performance goals. Contact me anytime for assistance with any performance management concerns at 919-707-7734 or [angela.hamilton@labor.nc.gov](mailto:angela.hamilton@labor.nc.gov).*



# Happenings around NCDOL

Legal Affairs welcomes Sophie Plott as the new Deputy General Counsel. Sophie previously worked at the UNC Office of University Counsel as a Higher Education Fellow. Her work experiences during her legal education include internships/externships at the N.C. Court of Appeals, the N.C. Division of Employment Security and a research intern for the Retaliatory Employment Discrimination Bureau. She is a UNC-Chapel Hill undergraduate and obtained her law degree from Campbell University School of Law. Welcome to NCDOL Sophie!



Congratulations to LaMont Smith, ETTA, Recognition Program Manager, on receiving the Order of the Long Leaf Pine. The Order of the Long Leaf Pine award is for persons who have made significant contributions to the state and their communities through their exemplary service and exceptional accomplishments. Congratulations LaMont!

# What's New @Your Library

## Online Resources

- **...Electronic Submission of OSHA Form 300 and 301 Data.** OSHA Fact Sheet.
- **Extreme Heat Can Be Deadly to Workers.** OSHA Hazard Alert in English and Spanish.
- **Keeping Cool: Training to Reduce Heat Stress Incidents in Mines.** NIOSH Technology News issue.
- **Making PPE the Right Fit for All.** USDOL blog post (English and Spanish).
- **NIH News in Health.** August 2023.
- **Retaliation for Speaking Up is Not OK.** OSHA poster in English and Spanish.
- **Safe + Sound Campaign Videos.** Short OSHA videos on mental health/Safety and Health programs.
- **Safety + Health.** August 2023 issue.
- **Seasonal Influenza (Flu).** OSHA fact sheet.
- **Using Community-based Organizations and Partnerships to Enhance Reach and Engagement of Small Construction Establishments.** CPWR report.
- **Wildfires.** OSHA Safety and Health Topic webpage.
- **Work Safely in Heat.** Revised OSHA fact sheet in English and Spanish.

## Online Resources Cont.

- **Worker Safety and Health Resources for Hurricane and Flood Cleanup and Recovery.** OSHA webpage.

## Periodical Issues

- *Bulletin.* Summer 2023 issue. National Board of Boiler and Pressure Vessel Inspectors, 2023.
- *OH&S.* July-August 2023 issue. 1105 Media Inc., 2023.
- *Safety + Health.* August 2023 issue. National Safety Council, 2023.

## Books

- *Minimum Requirements for Workplace First Aid Kits and Supplies.* ANSI/ISEA Z308.1--2021. ISEA, 2021.
- *Reducing Workplace Violence in Gasoline Stations and Convenience Stores.* Call No. HF 5549.5.E43 R43 2023. CDC-NIOSH, 2023.



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5



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