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November 24, 2015

Mr. Kurt Petermeyer, Regional Administrator  
U S Department of Labor, Occupational Safety and Health Administration  
Atlanta Federal Center, Room 6T50  
61 Forsyth Street, SW  
Atlanta, GA 30303

**Attention to: Mr. Luis A. Ramirez**, Consultation Program Manager, Region IV,  
Cooperative and State Programs

Re: North Carolina FY 2015 Consultation Annual Project Report for 21(d) grant

Dear Mr. Petermeyer:

Enclosed is the North Carolina 21(d) Consultation Annual Project Report for Federal Fiscal Year 2015. The data is from the private sector visits supported by the 21d grant and includes about 80% of the program activity.

As a result of North Carolina being a State Plan State, a significant amount of information requested in this report is also included in the State OSHA Annual Report (SOAR).

Should you have any further questions or need any additional information or assistance, please give me a call at (919) 807-2905.

Sincerely,

Kevin O'Barr  
Program Manager

cc: Americo Pagan, Luis Ramirez, Kim Morton, Allen McNeely, Steve Sykes

# **North Carolina Department of Labor Bureau of Consultative Services Federal Fiscal Year (FY) 2015 Consultation Annual Project Report**

## **I. EXECUTIVE SUMMARY**

The North Carolina Consultative Services Bureau continued to undertake an active role in participating in the FY 2015 North Carolina OSHA Annual Performance Plan. Consultative Services activities met or exceeded all current goals, while focusing on the strategic initiatives outlined in the performance plan in an effort to drive down the overall fatality rate along with injury and illness rates in North Carolina. Consultative Services continues to contribute in all areas of the performance plan as outlined below. This report covers activities funded under the 21d grant, which comprises 80% of the total program activities. The broader state plan information for North Carolina is included in the State OSHA Annual Report (SOAR).

## **II. DISCUSSION OF RESULTS IN ACHIEVING CAPP PERFORMANCE GOALS**

During FY 2015, the Bureau of Consultative Services continued to provide onsite services to the employers and employees in the private sector under the 21(d) grant. Consultative Services conducted a total of 1,211 visits:

- 889, 73% both safety and health; 301, 25% safety visits; and 21, 2% health visits.
- 1003, 83% initial visits; 120 10% training/assistance visits; 88, 7% follow-up visits.
- 403, 33% manufacturing visits, NAICS 31-33; 362, 30% construction visits, NAICS 23; 446, 37% other type visits.
- Hazards identified and eliminated as a result of consultative visits totaled 6,572. 6,121 were serious hazards.
- There were 143 private sector interventions conducted.

**SUMMARY CHART OF CAPP  
FY 2015 RESULTS**

| <b>OSHNC<br/>PERFORMANCE<br/>GOAL</b>                                                               | <b>PLANNED<br/>CONSULTATION<br/>ACTIVITIES</b>                                                                                                                                                                                                                                                                                                                                                                                                     | <b>ANTICIPATED<br/>IMPACT OF<br/>CONSULTATION<br/>ACTIVITIES</b>                                                    | <b>FY 2015<br/>RESULTS</b>                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1<br>Reduce the construction fatality incidence rate statewide.                                   | <p>Solicit consultative requests from target group using traditional promotional efforts.</p> <p>Support efforts in conducting annual construction outreach activities and partnerships.</p> <p>Conduct at least 150 visits in the construction industry.</p> <p>Promote recognition programs for construction employers.</p>                                                                                                                      | Contribute to the OSHNC Performance Goal to reduce the fatality incidence rate in construction and target counties. | <p>362 Visits</p> <p>339 Initial</p> <p>13 Train/Asst</p> <p>10 Follow up</p> <p>Supported internal and external training events including the national stand down fall prevention event.</p> |
| 1.2<br>Reduce the fatality incidence rate in Logging and Arboriculture NAICS 56173 and NAICS 11331. | <p>Bureau personnel will coordinate with industry stakeholders to implement these strategies.</p> <p>Conduct onsite technical assistance visits to improve safety and health programs.</p> <p>Provide support to assist in conducting training activities in NAICS 11331 and 56173.</p> <p>Consultants will participate in external training events. (ProLogger, etc.)</p> <p>Conduct 15 visits within the two NAICS of this emphasis program.</p> | Contribute to the OSHNC Performance Goal to reduce the fatality incidence rate in NAICS 56173 and NAICS 11331.      | <p>15 Visits</p> <p>14 Initial visits</p> <p>1 Follow up</p> <p>Supported internal and external training events and trade show conferences and meetings.</p>                                  |



| OSHNC PERFORMANCE GOAL                                                                                                                                                                                                                 | PLANNED CONSULTATION ACTIVITIES                                                                                                                                                                                                                                                                  | ANTICIPATED IMPACT OF CONSULTATION ACTIVITIES                                    | FY 2015 RESULTS                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 2.1<br>Grocery and Related Product Wholesalers, NAICS 4244                                                                                                                                                                             | Conduct at least four visits within this NAICS. This industry has a relatively small number of employers in North Carolina.                                                                                                                                                                      | Contribute to the OSHNC Performance Goal to reduce the DART rate in NAICS 4244.  | 6 Visits<br><br>2 Initial<br>3 Train/Asst<br>1 Follow-up                                               |
| 2.2<br>Reduction of DART rate in long term care, NAICS 623.                                                                                                                                                                            | Conduct at least 25 visits of establishments in NAICS 623.<br><br>Utilize ergonomics guidelines and OPN 132 when conducting consultative visits in the LTC industry.                                                                                                                             | Contribute to the OSHNC Performance Goal to reduce the DART rate in NAICS 623.   | 67 Visits<br><br>57 Initial<br>7 Train/Asst<br>3 Follow up                                             |
| 2.3<br>Reduction in establishments where employees might be exposed to Health Hazards:<br><ul style="list-style-type: none"> <li>• Asbestos</li> <li>• Isocyanate</li> <li>• Lead</li> <li>• Silica</li> <li>• Hex Chromium</li> </ul> | Conduct 150 health visits to establishments that request a survey and have exposures to health hazards.<br><br>Provide support on chemicals identified in the Health Hazards SEP where requested by employers and the sites meet size requirements.                                              | Contribute to the OSHNC Performance Goal of reduction of average exposure rates. | 152 Visits addressed these specific chemicals                                                          |
| 2.4<br>Reduction of the DART rate in Food Manufacturing, NAICS 311.                                                                                                                                                                    | Conduct promotional activities in NAICS 311 industries through direct contact with food manufacturing employers.<br><br>Conduct onsite technical assistance visits at NAICS 311 employers/establishments to help improve safety and health programs.<br><br>Conduct 10 visits within this NAICS. | Contribute to the OSHNC Performance Goal to reduce the DART rate in NAICS 311.   | 15 Visits<br><br>13 Initial<br><br>2 Follow up<br><br>Supported internal and external training events. |

| <b>OSHNC<br/>PERFORMANCE<br/>GOAL</b> | <b>PLANNED<br/>CONSULTATION<br/>ACTIVITIES</b>                                                                                                                                                                                                                                     | <b>ANTICIPATED<br/>IMPACT OF<br/>CONSULTATION<br/>ACTIVITIES</b>               | <b>FY 2015<br/>RESULTS</b>                           |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------|
| 2.5 Accommodation,<br>NAICS 721       | <p>Conduct promotional activities in NAICS 721 industries through direct contact with employers and employer associations in the accommodations industry.</p> <p>Conduct onsite technical assistance visits at NAICS 721 employers to help improve safety and health programs.</p> | Contribute to the OSHNC Performance Goal to reduce the DART rate in NAICS 721. | <p>4 Visits</p> <p>3 Initial</p> <p>1 Train/Asst</p> |

### **III. SPECIAL ACCOMPLISHMENTS**

- Met all Strategic Plan goals while addressing increased turnover of program supervisors.
- Two employers changed from the SHARP program to the VPP program.
- Began inputting data into OIS on August 28, 2015.

### **IV. OTHER ISSUES OR ADJUSTMENTS**

There are three district supervisors within the NC Consultative Services program. Between November 1, 2014 and October 1, 2015, all three of these supervisors retired. The program staff and manager were able to balance resources to maintain the production and meet the program goals.

### **V. INTERNAL QUALITY ASSURANCE PROGRAM**

The Region IV office conducted an onsite visit and review of the NC Consultation Program audit during FY 2015, which resulted in two recommendations. The NC Consultation Program responded and addressed the topics. The program looks forward to an audit during FY 2016. The Bureau of Consultative Services staff is committed to awareness of workplace safety and health issues internally and while working with the state's employer and employees providing efficient and effective consultation and recognition programs.

**Projected vs. Actual Activity FY 2015**  
**(Visit Numbers)**

| Activities and Areas of Emphasis                            | Safety Projected | Health Projected | Total Projected | Safety Actual                    | Health Actual                  | Total Actual |
|-------------------------------------------------------------|------------------|------------------|-----------------|----------------------------------|--------------------------------|--------------|
| <b>Total Visits</b>                                         | 685              | 425              | 1110            | 780                              | 431                            | 1211         |
| Construction                                                | 112              | 38               | 150             | 335                              | 27                             | 362          |
| Non-Construction                                            | 585              | 375              | 960             | 445                              | 404                            | 849          |
| <b>Emphasis Hazards</b>                                     |                  |                  | 304             |                                  |                                | 561          |
| 1.1 Construction                                            | 112              | 38               | 150             | 14 Residential<br>239 Commercial | 0 Residential<br>20 Commercial | 14<br>259    |
| 1.2 Logging & Arborist NAICS 56173 and NAICS 11331          | 15               | 0                | 15              | 13                               | 2                              | 15           |
| 2.1 Grocery and Related Product Wholesalers NAICS 4244      | 2                | 2                | 4               | 2                                | 4                              | 6            |
| 2.2 Long Term Care NAICS 623                                | 7                | 18               | 25              | 26                               | 41                             | 67           |
| 2.3 Health Hazards (Pb, Si, Asbestos, Styrene, Isocyanates) | N/A              | 100              | 100             | N/A                              | 152                            | 152          |
| 2.4 Food Manufacturing, NAICS 311                           | 7                | 3                | 10              | 7                                | 8                              | 15           |
| 2.5 Accommodation NAICS 7211                                | 2                | 2                | 4               | 4                                | 0                              | 4            |

**Analysis:** There were 304 projected visits within North Carolina's Special Emphasis Programs. The actual total was 561. 40% of the visits conducted were within the strategic emphasis high hazard industries. The 273 construction visits listed in the emphasis section are those visits that meet the criteria of the construction special emphasis program.



| <i>Hazards Identified per Consultation Visit</i>                                                                                                                                                       |                                                  |                                                        |                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <b>Fiscal Year</b>                                                                                                                                                                                     | <b>Number of Total<br/><u>Initial</u> Visits</b> | <b>Number of <u>Serious</u><br/>Hazards Identified</b> | <b>Average Number<br/>of <u>Serious</u> Hazards<br/>Identified per<br/>Total Initial Visit</b> |
| FY 2013                                                                                                                                                                                                | 1035                                             | 5567                                                   | 5.4                                                                                            |
| FY 2014                                                                                                                                                                                                | 1007                                             | 5550                                                   | 5.5                                                                                            |
| FY2015                                                                                                                                                                                                 | 1003                                             | 6121                                                   | 6.1                                                                                            |
| <b>Average</b>                                                                                                                                                                                         | 1015                                             | 5746                                                   | 5.7                                                                                            |
| <b>Analysis:</b> The number of hazards identified by North Carolina program is on an upward trend even though the number of visits is on a slight decline. This data is private sector initial visits. |                                                  |                                                        |                                                                                                |

| <i>Visit Comparison</i>                                                     |                |                |               |
|-----------------------------------------------------------------------------|----------------|----------------|---------------|
|                                                                             | <b>FY 2013</b> | <b>FY 2014</b> | <b>FY2015</b> |
| <b>Initial</b>                                                              | 1035           | 1007           | 1003          |
| <b>Follow-up</b>                                                            | 84             | 120            | 120           |
| <b>Training and<br/>Assistance</b>                                          | 97             | 87             | 88            |
| <b>Total Visits</b>                                                         | 1216           | 1214           | 1211          |
| <b>CAPP Projection</b>                                                      | 850            | 900            | 1110          |
| <b>Percent of CAPP<br/>Projection<br/>Completed</b>                         | 143%           | 135%           | 109%          |
| <b>Analysis:</b> This data is private sector from the Visit Summary report. |                |                |               |

| <b>Health Sampling per Initial Visits</b>                                                                                                                                                                                                                    |                          |                          |                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|
|                                                                                                                                                                                                                                                              | <b>FY 2013</b>           | <b>FY 2014</b>           | <b>FY 2015</b>           |
| <b>North Carolina</b>                                                                                                                                                                                                                                        | 468 samples              | 561 samples              | 608 samples              |
| Private sector                                                                                                                                                                                                                                               | 52 establishments        | 80 establishments        | 73 establishments        |
|                                                                                                                                                                                                                                                              | 38 initial with sampling | 44 initial with sampling | 30 initial with sampling |
| <b>Analysis:</b><br>During FY 2015, North Carolina continued to conduct most of its sampling on follow-up or training and assist visits. Health consultants conducted sampling at 73 private sector establishments. 30 of the 73 were during initial visits. |                          |                          |                          |

| <b><i>Safety and Health Achievement Recognition Program<br/>(SHARP) FY 2015</i></b>                                                                                                                                                     |                 |                   |                    |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------------------|--------------------|------------------|
| <b>New</b>                                                                                                                                                                                                                              | <b>Renewals</b> | <b>Withdrawal</b> | <b>Total</b>       | <b>Pre-SHARP</b> |
| 14                                                                                                                                                                                                                                      | 46              | 10                | 158 private sector | 0                |
| <b>Analysis:</b> 60 sites received initial or renewal SHARP certification. The withdrawals were for various reasons including transfer to VPP, higher rates, change of management and employer closure. Each site has an annual review. |                 |                   |                    |                  |