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COMMISSIONER OF LABOR

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November 26, 2018

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 2018 Consultation Annual Project Report (CAPR) for 21(d) grant

Dear Mr. Petermeyer:

Enclosed is the North Carolina 21(d) Consultation Annual Project Report for Federal Fiscal Year 2018. The data is from the private sector visits supported by the 21(d) grant. USDOL/OSHA undermatches the 21(d) funding in its grant award; the resulting North Carolina State overmatch supports many program activities. Those activities are included in this 21(d) CAPR report.

Since North Carolina is 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) 707-7840.

Sincerely,

Kevin O'Barr
Program Manager

cc: Americo Pagan, Luis Ramirez, Kevin Beauregard, Judyth Niconienko

**North Carolina Department of Labor
Bureau of Consultative Services
Federal Fiscal Year (FY) 2018
Consultation Annual Project Report
For the 21(d) grant**

I. EXECUTIVE SUMMARY

The North Carolina Consultative Services Bureau continued to undertake an active role in participating in the FY 2018 North Carolina OSH Strategic 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. This report covers activities funded under the 21(d) grant, which comprises approximately 75% 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 2018, 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 1,452 visits, a 4% increase from 2017:

- 1,050 (72%) requested both safety and health; 357 (25%) requested safety only visits; and 45 (3%) requested health only visits (total visits 1,452).
- 1,202 (83%) initial visits; 149 (10%) training/assistance visits; 101 (7%) follow-up visits.
- Manufacturing visits 448 (31%), (NAICS 31-33)
- Construction visits 608 (42%), (NAICS 23)
- Other private sector industry visits 396 (27%)
- Hazards identified and eliminated as a result of consultative visits totaled 6,986. 6,508 (95%) were serious hazards.
- There were 275 private sector interventions conducted.

Summary of the year's strategies and outcomes based on the annual project plan.

FFY 2017 Area or Industry of Emphasis	Strategy	Description of Activities	Impact
<p>Total Reduction in Injury and Illness</p> <p>Reduce occupational hazards through direct interventions.</p>	<p>Focus resources in industries with high injury and illness rates.</p> <p>Industries with high injury and illness rate:</p> <ul style="list-style-type: none"> a. Grocery and Related Product Wholesalers b. Long-Term Care c. Food Manufacturing d. Accommodation <p>Analyze results and effectiveness of direct interventions to determine their impact on fatality, injury and illness rates.</p>	<p>Conduct 710 safety and 415 health visits. Total 1,125.</p> <p>Conduct at least 223 visits in areas of emphasis.</p> <p>Abate approximately 6,000 hazards during the course of these visits.</p>	<p>Conducted 1,452 total visits. 927 Safety. 525 Health</p> <p>Conducted 549 visits in areas of emphasis.</p> <p>Eliminated 6,986 hazards.</p> <p>Conducted 275 private sector interventions.</p>
<p>Reduce fatality incidence rate 0.4% statewide in Construction</p>	<p>Promote consultative activities related to construction in targeted counties.</p> <p>Consultants will address hazards associated with crane operations and set-ups on construction sites.</p>	<p>Conduct consultative marketing and promotion in counties targeted by the special emphasis program as resources allow.</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>Conducted 608 visits in NAICS 23.</p> <p>451 of those qualified as construction SEP visits.</p>

<p>Reduce the fatality rate by 0.4% in NAICS 11331 and 56173.</p>	<p>NCDOL continues a multi-disciplinary approach using resources from consultation, and the other bureaus and alliances. These groups work together to achieve the following:</p> <p>Increasing employer and employee awareness of regulatory requirements and safety and health work practices.</p> <p>Changing employer's and employee's behavior to improve job safety and health through education, consultation, and compliance.</p> <p>Emphasizing recognition of meaningful safety and health management programs.</p>	<p>Bureau personnel will participate on the logging and arboriculture committee 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 events. (ProLogger, etc.)</p> <p>Conduct at least 15 visits within the two NAICS of this emphasis program.</p>	<p>Conducted 22 visits in these areas.</p> <p>16 initial visits</p> <p>3 follow-up</p> <p>3 train/assist</p>
<p>Reduce the injury and illness (DART) rate in establishments in Grocery and Related Product Wholesalers (4-digit NAICS 4244) in support of the overall outcome goal of reducing the rate of workplace injuries and illnesses</p>	<p>Promote consultative activities within the industry with targeting direct mailings and in person promotions.</p> <p>Consultants will address hazards identified within this industry.</p>	<p>Conduct at least three visits within this NAICS. This industry has a relatively small number of employers in North Carolina. The industry injury rate has dropped significantly since this emphasis program began.</p>	<p>Conducted 6 visits in this industry.</p> <p>5 initial</p> <p>1 training/assistance</p> <p>1 SHARP participant</p>
<p>Reduce the injury and illness (DART) rate in establishments in Long Term Care (NAICS</p>	<p>Reduce by 2% the NC BLS DART rate for NAICS 623xxx through education, training,</p>	<p>Conduct at least 45 visits of establishments in NAICS 623xxx.</p>	<p>Conducted 48 visits in this industry.</p> <p>46 initial</p>

623xxx)	compliance inspections and consultative visits.	Utilize ergonomics guidelines and OPN 132 when conducting consultative visits in the LTC industry. Promote consultative activities related to this SEP. These promotions may include mailers, letters, training activities, and telephone/site visits to increase awareness.	1 train/assist 1 follow-up 21 SHARP participants
Exposures to health hazards.	Conduct emphasis training, and consultation activity in establishments where employees might be exposed to health hazards such as lead, silica, asbestos, hexavalent chromium, and isocyanates.	Conduct at least 110 health visits to establishments that request a survey and have exposures to health hazards. Provide support on chemicals identified in the Health Hazards SEP where requested by employers.	Addressed these chemical hazards on 268 visits. Asbestos 12 Hex Chrome 29 Isocyanate 10 Lead 11 Silica 206 227 initial 31 train/assist 10 follow-up
Food Manufacturing	Reduce by 2% the NC BLS 5-Year average DART Rate for NAICS 311 establishments in North Carolina.	Conduct promotional activities in NAICS 311 industries through direct contact with food manufacturing employers. Conduct onsite technical assistance visits at NAICS 311 employers/establishments to help improve safety and health programs. Conduct at least 10 visits within NAICS 311.	Conducted 22 visits in this industry. 19 initial 3 follow-up 3 SHARP participants
Accommodation NAICS 721	Conduct promotional activities in NAICS 721 industries through direct contact with employers and employer associations in the accommodations industry.	Contribute to the OSHNC Performance Goal to reduce the DART rate in NAICS 721.	Accommodation was in maintenance mode and is being removed for FY '19. No requests were received, and no visits were conducted.

III. SPECIAL ACCOMPLISHMENTS

- 154 private sector companies were participating in SHARP at the end of FY 2018.
- Six construction companies were participating in SHARP at the end of FY 2018.
- North Carolina has four staff with the certified industrial hygienist (CIH) designation and seven staff with a certified safety professional designation (ASP or CSP). Two of the staff are dually certified.
- Requests for service and sampling of silica remain at a high level. NC consultants addressed silica hazards over 200 times this year and sampled six overexposures.
- Consultative Services provided outreach and response after Hurricane Florence. 41 people in NC died as a result of that storm.
- Consultative Services participated in the National Stand Down for fall prevention.
- Consultative Services began mailing notification letters to employers with an EMR of 1.5 or higher on a monthly basis in an effort to share information in a timelier manner with employers.
- NC identified and addressed overexposures to noise, lead, and silica.
- NC had another SHARP employer (Grass America) success story published at [osha.gov](https://www.osha.gov)

IV. OTHER ISSUES OR ADJUSTMENTS

The North Carolina program was fully staffed for nine months of FY 2018. Despite losing a position due to lack of federal funding, the program maintained strong production. At the end of FY 2018, the program had one safety vacancy and is in desperate need for additional federal funding to add another health position. The backlog remains high even though the consultants work diligently and produce a high number of visits each year. Any assistance to gain additional funding for a health consultant position would have great beneficial effects on the program and provide great service to the employers of North Carolina.

V. INTERNAL QUALITY ASSURANCE PROGRAM

There is a system in place for any staff member to initiate a change request, if they identify opportunities for improvement. The complete text of our Bureau Quality Plan and Bureau Quality Operating Procedures is maintained as a controlled document on the Department's Intranet site. The Consultative Services Bureau continues to provide a quality system for auditing case files, hiring, training and supervising personnel. Consultative Services conducts quality meetings on as needed basis. CSB strives to provide efficient, effective and quality consultation services to all its customers. During FY 2018, four action requests were received, evaluated, and implemented. Three of the change requests were related to quality forms used by consultants or supervisors and they resulted in form improvements. The other change request pertained to the organization of information on our intranet, which also resulted in improvements. The program continues to operate smoothly at a high rate of production.

Summary of activity for FY 2018

ACTIVITY & AREAS OF EMPHASIS	Safety	Health	Both	Total
1. TOTAL VISITS	927	525	0	1,452
a. Agriculture (NAICS 11)	19	7	0	26
b. Construction (NAICS 23)	467	141	0	608
c. General Industry (not a, b, or d)	209	161	0	370
d. Manufacturing (NAICS 31 -33)	232	216	0	448
e. Maritime	0	0	0	0
2. Visits Related to Emphasis Industries	Safety	Health	Both	Total
Construction	347	104	0	451
Logging / Arboriculture	21	1	0	22
Grocery and Related Product Wholesalers	3	3	0	6
Long Term Care	21	27	0	48
Food Manufacturing	14	8	0	22
Total Visits Related to Emphasis Industries	406	143	0	549
3. Visits Related to Emphasis Program	Safety	Health	Both	Total
Health Hazards (Pb, Si, Asbestos, Cr6+, Isocyanates)	108	178	0	286
4. Activities Related to Agency Measures	Safety	Health	Both	Total
a. see NC Special Emphasis Programs				
SHARP and Pre-SHARP / Compliance Assistance Activities Projections				
5a. New SHARP sites in FY 2018	16			
5b. SHARP Renewals in FY 2018	89			
6. Total private sector SHARP sites at end of FY 2018	154			
7. Total Pre-SHARP sites in FY 2018	5			

<i>Hazards Identified per Consultation Visit</i>			
Fiscal Year	Number of Total <u>Initial</u> Visits	Number of <u>Serious</u> Hazards Identified	Average Number of <u>Serious</u> Hazards Identified per Total Initial Visit
FY 2016	994	5,983	6.0
FY 2017	1,160	7,415	6.4
FY 2018	1,202	6,508	5.4
Average	1,119	6,635	5.9
Analysis: The number of hazards identified by the North Carolina program remains strong and steady. This data is private sector initial visits.			

<i>Visit Comparison</i>			
	FY 2016	FY 2017	FY 2018
Initial	994	1,160	1,202
Follow-up	81	100	101
Training and Assistance	111	135	149
Total Visits	1,186	1,395	1,452
CAPP Projection	1,110	1,125	1,125
Percent of CAPP Projection Completed	107%	124%	129%
Analysis: This data is private sector from the Visit Summary report. North Carolina overmatches the 21(d) funding and includes the visits conducted with the overmatch in this 21(d) CAPR report.			

Health Sampling per Initial Visits			
North Carolina	FY 2016	FY 2017	FY 2018
Private sector	562 samples 102 establishments 53 initial with sampling	600 samples 93 establishments 38 initial with sampling	712 samples 120 establishments 69 initial with sampling
Analysis: North Carolina conducts sampling on all visit types. 69 were initial visits with 269 samples collected, 45 were training/assistance visits with 430 samples collected, and 2 were a follow-up visits with 13 samples collected. During FY 2018, NC consultants collected 712 private sector samples at 120 establishments.			

<i>Safety and Health Achievement Recognition Program (SHARP) FY 2018</i>					
New	Renewed	Withdrawal and non-renewal	Terminated	Total	Pre-SHARP
16	89	33	0	154 private sector	5
Analysis: -- The withdrawals were for various reasons including higher rates, change of management, lack of interest, and employer closure. A The 154 includes 148 General Industry and 6 Construction. Each Gen. Ind. site has an annual review, while construction sites submit a quarterly review.					

Federal chart of activities.

ACTIVITY & AREAS OF EMPHASIS*	Safety		Health		Both		Total	
	P	A	P	A	P	A	P	A
1. Total Visits	710	927	415	525	0	0	1125	1452
a. Agriculture NAICS 11	13	19	2	7	0	0	15	22
b. Construction NAICS 23	112	467	38	141	0	0	150	608
c. General Industry (not a, b, or d)	0	209	0	161	0	0	0	370
d. Manufacturing NAICS 31-33	0	232	0	216	0	0	0	448
e. Maritime	0	0	0	0	0	0	0	0
2. Visits Related to Emphasis Industries	Safety		Health		Both		Total	
	P	A	P	A	P	A	P	A
a. Nursing and Residential Care Facilities NAICS 623	20	33	25	27	0	0	45	48
b. Residential Building Construction (see state plan)	150	0	0	0	0	0	150	451
c. Commercial & Institutional Building Construction	0	0	0	0	0	0	0	0
d. Highway, Street & Bridge Construction	0	0	0	0	0	0	0	0
e. Site Preparation (Demolition)	0	0	0	0	0	0	0	0
f. Power and Communication Line and Related Structures	0	0	0	0	0	0	0	0
g. Primary Metals Industries	0	0	0	0	0	0	0	0
h. PSM Covered Chemical Facilities	0	0	0	0	0	0	0	0
i. Shipbreaking	0	0	0	0	0	0	0	0
j. Poultry Processing and Slaughtering	0	0	0	0	0	0	0	0
Total Visits Related to Emphasis Industries	170	33	25	27	0	0	195	499
3. Visits Related to Emphasis Safety and Health Hazards State plan has a health emphasis program that does not predict individual chemicals.	Safety		Health		Both		Total	
	P	A	P	A	P	A	P	A
a. Lead	0	0	0	11	0	0	0	11
b. Crystalline Silica	0	100	0	106	0	0	0	206
c. Combustible Dust	0	19	0	35	0	0	0	54
d. Hexavalent Chromium	0	5	0	24	0	0	0	29
e. Trenching	0	7	0	1	0	0	0	8
f. Isocyanates	0	2	0	8	0	0	0	10
g. Manufacturing Amputations	0	0	0	0	0	0	0	0
h. Confined Spaces	0	0	0	0	0	0	0	0
i. Other LEPs (Construction and Non-Construction)	0	15	0	8	0	0	0	23
4. Activities Related to Agency Measures	Safety		Health		Both		Total	
	P	A	P	A	P	A	P	A
a. For measure #4, see the approved state plan measures on page 3-7 of this report.								
SHARP, Pre-SHARP, and Compliance Assistance Activities	Projected				Actual			
5a. New SHARP sites in FY 2018	6				16			
5b. SHARP Renewals in FY 2018	47				89			
6. Total SHARP sites at end of FY 2017	177				154			
7. Total Pre-SHARP sites in FY 2017	2				5			
8. Total Compliance Assistance Activities(interventions)	200				275			