



CHERIE BERRY
COMMISSIONER OF LABOR

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OCCUPATIONAL SAFETY AND HEALTH DIVISION

November 6, 2020

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: Monica McKenzie, Consultation Program Manager, Region IV,
Cooperative and State Programs

Re: North Carolina FY 2020 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 2020. The data is from the private sector visits supported by the 21(d) grant. Federal funding provided by the 21(d) grant is insufficient to support program needs. As a result, North Carolina significantly overmatches state funding obligations to ensure program effectiveness. Activities conducted with unmatched federal funding are included in this 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, Kevin Beauregard, Judyth Nikonienko

**North Carolina Department of Labor
Bureau of Consultative Services
Federal Fiscal Year (FY) 2020
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 2020 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 2020, 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 1,058 visits in the private sector.

- 680 (69%) requested both safety and health; 355 (29%) requested safety only visits; and 23 (2%) requested health only visits (total visits 1,058).
- 872 (83%) initial visits; 122 (11%) training/assistance visits; 64 (6%) follow-up visits.
- Manufacturing visits 262 (25%), (NAICS 31-33)
- Construction visits 478 (45%), (NAICS 23)
- Other private sector industry visits 318 (30%)
- Hazards identified and eliminated as a result of consultative visits totaled 4,454. Of those, 4,039 (91%) were serious hazards.
- There were 237 private sector interventions conducted.

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

FFY 2020 Area or Industry of Emphasis	Strategy	Description of Activities NC revised all of its activity goals on July 8, 2020 due to the impact of the COVID-19 pandemic and related business shutdowns.	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 <p>Analyze results and effectiveness of direct interventions to determine their impact on fatality, injury and illness rates.</p>	<p>Conduct a total of 859 visits including 577 safety and 282 health visits.</p> <p>Conduct at least 531 visits in areas of emphasis.</p>	<p>Conducted 1,058 total visits. 710 Safety. 339 Health</p> <p>Conducted 814 visits in areas of emphasis.</p> <p>Eliminated 4,454 hazards.</p> <p>Conducted 237 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>Conducted 478 visits in NAICS 23.</p> <p>393 of those qualified as construction SEP visits. The NC program</p>

		Conduct at least 250 visits in the construction industry.	
Reduce the fatality rate by 0.4% in NAICS 11331 and 56173.	<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 13 visits within the two NAICS of this emphasis program.</p>	<p>Conducted 21 visits in these areas.</p> <p>15 initial visits</p> <p>1 follow-up</p> <p>5 train/assist</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>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 0 visits in this industry.</p> <p>0 initial</p> <p>0 training/assistance</p> <p>1 SHARP participant</p>

Reduce the injury and illness (DART) rate in establishments in Long Term Care (NAICS 623xxx)	Reduce by 2% the NC BLS DART rate for NAICS 623xxx through education, training, compliance inspections and consultative visits.	<p>Conduct at least 21 visits of establishments in NAICS 623xxx.</p> <p>Utilize ergonomics guidelines and OPN 132 when conducting consultative visits in the LTC industry.</p> <p>Promote consultative activities related to this SEP. These promotions may include mailers, letters, training activities, and telephone/site visits to increase awareness.</p>	<p>Conducted 30 visits in this industry.</p> <p>26 initial</p> <p>1 train/assist</p> <p>3 follow-up</p> <p>20 SHARP participants</p>
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.	<p>Conduct at least 110 health visits to establishments that request a survey and have exposures to health hazards.</p> <p>Provide support on chemicals identified in the Health Hazards SEP where requested by employers.</p>	<p>Addressed these chemical hazards on 150 visits.</p> <p>Asbestos 3</p> <p>Hex Chrome 16</p> <p>Isocyanate 7</p> <p>Lead 13</p> <p>Silica 111</p> <p>109 initial</p> <p>34 train/assist</p> <p>7 follow-up</p>
Food Manufacturing	Reduce by 2% the NC BLS 5-Year average DART Rate for NAICS 311 establishments in North Carolina.	<p>Conduct promotional activities in NAICS 311 industries through direct contact with food manufacturing employers.</p> <p>Conduct onsite technical assistance visits at NAICS 311 employers/establishments to help improve safety and health programs.</p> <p>Conduct at least 12 visits within NAICS 311.</p>	<p>Conducted 16 visits in this industry.</p> <p>6 initial</p> <p>6 train/assist</p> <p>4 follow-up</p> <p>3 SHARP participants</p>

III. SPECIAL ACCOMPLISHMENTS

- 120 private sector companies were in SHARP at the end of FY 2020; plus 4 in Pre-SHARP.
- Six construction companies were participating in SHARP at the end of FY 2020.
- North Carolina has five staff with the certified industrial hygienist (CIH) designation and eight staff with a certified safety professional designation (ASP or CSP). Three of the staff are dually certified.
- Requests for service and sampling of silica remain at a high level. NC consultants documented one overexposure.
- Consultative Services participated in the National Stand Down for fall prevention.
- Consultative Services continued mailing notification letters to employers with an EMR of 1.5 or higher on a monthly basis to share information in a timely manner with employers.
- NC identified and addressed overexposures to noise, silica, copper, manganese, and methylene chloride.

IV. OTHER ISSUES OR ADJUSTMENTS

The North Carolina program had a health vacancy in early FY 2020 and had the new consultant in training through the end of FY 2020. Despite the continuing federal undermatch and insufficient funding, the program maintained strong production amid the pandemic with the addition of virtual visits. OSHNC respectfully requests that USDOL make securing matching federal funding for state plan consultation programs a budget priority in upcoming years. Congress intended funding state plan consultation programs with 90% federal funding, but this has not happened in a long time. Insufficient federal funding is having a negative impact on OSHNC's ability to meet the demand for consultative services. The backlog remains high even though the consultants work diligently and produce a high number of visits each year. The average health consultant backlog from request date to opening conference was 152 days. North Carolina has the 2nd most private sector SHARP participants 54 consultation programs, is the 9th largest state by population and is struggling with the 12th largest federal grant. Any assistance to gain additional funding for a health consultant position would have great beneficial effects on the program and improve faster service to the employers and employees throughout 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 2020, no operational action requests were received. Beginning Oct 1, 2019, the program went to paperless operations increasing efficiency statewide and unknowingly placed itself in a good position for the impending pandemic of 2020. Operations were able to continue during the rest of 2020.

Summary of activity for FY 2020

ACTIVITY & AREAS OF EMPHASIS	Safety	Health	Both	Total
1. TOTAL VISITS	719	339	0	1058
a. Agriculture (NAICS 11)	21	0	0	21
b. Construction (NAICS 23)	389	89	0	478
c. General Industry (not a, b, or d)	163	134	0	297
d. Manufacturing (NAICS 31 -33)	146	116	0	262
e. Maritime	0	0	0	0
2. Visits Related to Emphasis Industries	Safety	Health	Both	Total
Construction	321	72	0	393
Logging / Arboriculture	21	0	0	21
Grocery and Related Product Wholesalers	0	0	0	0
Long Term Care	17	13	0	30
Food Manufacturing	6	10	0	16
Total Visits Related to Emphasis Industries	365	95	0	460
3. Visits Related to Emphasis Program	Safety	Health	Both	Total
Health Hazards (Pb, Si, Asbestos, Cr6+, Isocyanates)	16	134	0	142
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 2020	12			
5b. SHARP Renewals in FY 2020	49			
6. Total private sector SHARP sites at end of FY 2020	120			
7. Total Pre-SHARP sites in FY 2020	4			

<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 2018	1,202	6,508	5.4
FY 2019	1,212	6,559	5.4
FY 2020	872	4,039	4.6
Average	1,095	5,702	5.2
Analysis: Although the pandemic reduced total output, the average rate remains good. Fewer hazards are identified on virtual visits than on walk-arounds.			

<i>Visit Comparison</i>			
	FY 2018	FY 2019	FY 2020
Initial	1,202	1,212	872
Follow-up	101	109	64
Training and Assistance	149	132	122
Total Visits	1,452	1,453	1,058
CAPP Projection	1,125	1,165	859
Percent of CAPP Projection Completed	129%	125%	123%
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 report. The OSH state plan projections were revised on July 8, 2020 due to the impact of the COVID-19 pandemic.			

Health Sampling per Initial Visits			
North Carolina	FY 2018	FY 2019	FY 2020
Private sector	712 samples 120 visits 69 initial with sampling	766 samples 73 visits 38 initial with sampling	519 samples 77 visits 41 initial with sampling
Analysis: North Carolina conducts most of its sampling on technical assist visits. 41 initial visits with 78 samples collected, 36 training/assistance visits with 441 samples collected. During FY 2020, NC consultants collected 519 private sector samples during 77 visits. The program identified overexposures to Copper, Noise, Manganese, Methylene Chloride, and Silica during FY 20.			

<i>Safety and Health Achievement Recognition Program (SHARP) FY 2020</i>					
New	Renewed	Withdrawal and non-renewal	Terminated	Total	Pre-SHARP
12	49	23	0	126 private sector	4
Analysis: -- In addition to the 120 general industry participants, there are six construction SHARP sites. Non-renewals were attributed to new ownership, plant closures, different management, or higher rates,					

Federal chart of activities.

ACTIVITY & AREAS OF EMPHASIS*	Safety		Health		Both		Total	
	P	A	P	A	P	A	P	A
1. Total Visits	577	719	282	339			859	1058
a. Agriculture NAICS 11	13	21	2	0			15	21
b. Construction NAICS 23	162	389	88	89			250	478
c. General Industry (not a, b, or d)		163		134				297
d. Manufacturing NAICS 31-33		146		116				262
e. Maritime								
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	11	17	10	13			21	30
b. Residential Building Construction (NAICS 236)	250	321	0	72			250	393
c. Commercial & Institutional Building Construction								
d. Highway, Street & Bridge Construction								
e. Site Preparation (Demolition)								
f. Power and Communication Line and Related Structures								
g. Primary Metals Industries								
h. PSM Covered Chemical Facilities								
i. Shipbreaking								
j. Poultry Processing and Slaughtering								
Total Visits Related to Emphasis Industries	261	338	10	85	0	0	271	423
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		13				13
b. Crystalline Silica		16		95				111
c. Combustible Dust		8		15				23
d. Hexavalent Chromium		1		15				16
e. Trenching		14		2				14
f. Isocyanates		0		7				7
g. Manufacturing Amputations		79		21				110
h. Confined Spaces								
i. Other LEPs (Construction and Non-Construction)								
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 2020	2				12			
5b. SHARP Renewals in FY 2020	40				49			
6. Total SHARP sites at end of FY 2020	153				126			
7. Total Pre-SHARP sites in FY 2020	2				4			
8. Total Compliance Assistance Activities(interventions)	200				237			

This is a federal emphasis program chart. North Carolina's approved strategic plan is described in the other pages of this report. NC does not make specific projections by industry. We include this page to assist the region in assembling the federal numbers.