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# December 2021 January 2022

## Director's Holiday Message

Another year operating under pandemic conditions has come and gone. COVID-19 has impacted us all in many ways and has required us all to adapt. However, one thing that has not changed is the dedication and professionalism that I see being exhibited daily by OSH Division employees. Processes have changed considerably in all bureaus the past few years, yet despite this overall quality and performance has remained at a high level.

I have been in awe at how the employees within the OSH Division have excelled in areas such as: virtual consultation visits, setting up new outreach methods incorporating videoconferences technologies, developing new websites, creating training and outreach materials, addressing the significant increase in employee complaints, performing numerous COVID-19 related compliance inspections/investigations, processing large quantities of file disclosures, fielding thousands of phone calls and email inquiries and working with other state and federal agencies. The list of your activities and accomplishments is much too long for me to include in this message. However, I want you all to know that the assistance that you have provided to employers, employees and others has made a difference in NC workplaces.

## Thank-You for All You Do!

I also want to wish everyone in the OSH Division a safe and healthful Christmas and Holiday Season!

-Kevin



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# You look familiar. Are you new around here?



Mike and his wife

Meet Mike Saye.

Mike joined the NCDOL in January of 2015 as a Safety Compliance Officer for District 6 in the Winston-Salem field office. He was promoted to SCO II in 2020 and is a member of the Homeland Security Team as well as a Certified Part 107 Drone Pilot for the OSH Division.

Mike grew up in Charlotte, NC and after High School joined the U.S. Navy. He spent 4 years on the Destroyer USS O'Bannon DD-987. Although homeported in Charleston, SC, Mike's 4 years assigned to the USS O'Bannon was spent mostly at sea during various deployments and mission exercises. During his time aboard, the ship crossed the Arctic Circle and the Equator. This was where the traditional "Order of the Blue Nose" and "Crossing the Line" ceremonies were held. To this day Mike can't speak of such traditional "welcoming" ceremonies (it's classified and that's the story he's sticking with). There were many deployments or events that took Mike to the Mediterranean, South America, Caribbean, Africa, Jamaica, and to other various countries along the way. Some of the many adventures that stood out were going through the Panama Canal in the 563-foot-long Destroyer, circumnavigating the Straits of Magellan, and passing through the corner of the Bermuda Triangle. Mike said that being young and ignorant helped him while going through the triangle.

After being Honorably Discharged after 4 years of active service, Mike began his college "career" (it took a while) and during this time became a Firefighter with the Charlotte (NC) Fire Department (CFD) in 1984. Mike finally graduated from the University of Maryland University College in 1992 where he obtained a B.S. degree in Fire Science Management.

Mike spent 27 years with the CFD and retired in 2011 as a Fire Captain. During his 27 years Mike spent 25 of those years as a team member with CFD's Hazardous Materials Response Team. Mike was also a Fire Service Instructor primarily in Hazardous Materials Response, Incident Command System (ICS), and Weapons of Mass Destruction. When time allowed, Mike worked for an Environmental Response (ER) Clean-up company as a part-time ER Supervisor responding to emergencies involving hazardous materials spills.

During and after his career with CFD and before coming to work for the NCDOL, Mike was a contracted Subject Matter Expert and Trainer for FEMA, Dept. of Defense, and the Defense Threat Reduction Agency in the International Counter Proliferation Program.

Mike feels that working for the NCDOL has been a great transition and fit from his previous career in the fire service. "I love working with other members of the OSH team and family. I have learned so much in the 6 years I have been here and look forward to many more". "The job has been challenging and rewarding at the same time. It is a good feeling to be able to go to different facilities and jobsites to make a difference for the good in the safety and protection of others".

To quote Theodore Roosevelt: "No one cares how much you know, until they know how much you care". Mike's hobbies include building small construction projects and saltwater fishing when he gets the chance. They don't call it fishing for nothing because he doesn't catch much. It's just the relaxing and calming feeling of wetting a hook.

Mike and his wife Jill live in Lewisville, NC. They are blessed with 5 children and 5 grandchildren. Mike and his wife love going to the beach when they can. Oak Island, NC is their favorite beach, and the grandkids love it. When they can't get to the beach, they enjoy relaxing in their back yard in Lewisville where they've made it look as much like the beach as possible (minus the sand and the ocean, and, of course, the sharks (don't forget about the sharks)).

# Safety & Health Steering Committee Meeting Highlights

NC DOL Safety and Health Steering Committee Meeting was held on October 12, 2021, virtually via Lifesize Meeting Space

**Building Emergency Coordinators** – Floor monitor training will be offered as soon as it can be worked out with participant schedules. The evacuation plan and procedures for the ORB are being updated which will include the manual alarm process in the building as there is an issue with procuring and maintaining megaphones.

**NCDOL hazard reporting tool update** – It was reported that NCDOL IT had run into issues since the last update that prevented the hazard reporting tool from e-mailing via the Intranet. This issue would affect core functionality and could cause IT to cease development of the reporting tool. IT spent some time on the issue and thinks they have found a workaround. There will be an update on the progress at the next meeting.

**Ergonomics Subcommittee** – There have been 8 ergonomic evaluations conducted since the last meeting (3 informal and 5 formal). It was noted that supervisors and bureau chiefs are currently expected to ensure that employees have ergonomically suitable seating and desk arrangements. If employees have any issues, they need to notify their supervisor.

**NCDOL Injury and Illness Update** – No injury and illness reports have been filed with HR for the preceding three months.

The next meeting will be held on January 11, 2022, at 2:00 pm.



# State Budget Signed

**Governor Cooper** signed a new budget into law on November 18<sup>th</sup>. This is the state's first budget enactment in 41 months.

After the Governor signed the budget, the State Treasurer and the Office of State Budget and Management handle the transfer of funds from the state's coffers to the appropriate accounts.

The raises included in the budget are retroactive to July 1. State employees' that qualified for raises and bonuses will see that money by the end of January.

- A 5% pay increase (2 ½ % effective 7/1/21 and 2 ½ % effective 7/1/2022)
- A bonus for all state employees of \$1,000.
- An additional \$500 bonus (for a total of \$1,500) for employees earning less than \$75,000,



# FIS Updates

## OPN

### OPN 123W – Special Emphasis Program for Construction Activities

Updated 10/22/2021

This program establishes a North Carolina Special Emphasis Program (SEP) to decrease fatalities related to the Construction Industry (NAICS 236 – 238). This SEP will also focus on hazards associated with operations that involve tower and mobile cranes. Changes include updates to SEP counties and statistics.

### OPN 128W – Public Sector Surveys and Inspections

Updated 10/6/2021

This instruction provides guidance for the public sector survey process and inspection targeting. DART rates for 2019. This revision changes the reference years for OSHA 300 logs and the DART rates.

## Memos

### COV-5 – Updated Interim Enforcement Response Plan for Coronavirus Disease 2019 (COVID-19)

Updated 10/22/2021

Updated instructions and guidance for handling COVID-19 related complaints, referrals, and severe illness reports in workplaces that are not covered by the June 21, 2021, Emergency Temporary Standard for COVID-19.

# Retirements

## Chuck Murdock retires

Chuck Murdock is retiring December 1<sup>st</sup>, after 20 years of service with NCDOL. Chuck started with the organization in October of 2001 as a CSHO in District 6 then moved, due to a reorganization, to District 9. After 14 years as a CSHO Chuck joined the Consultative unit. He conducted over 1,500 site visits with a smile during his tenure and will be missed.

Prior to coming to NCDOL Chuck worked as a Safety Director at a Steel erection firm and he also served in the United States Air Force for 20 years before that. Chuck will spend some of his retirement traveling with his wife and enjoying his passion of camping and spoiling his four beautiful grandchildren.



*During the hybrid retirement celebration attended by colleagues, family and friends on November 16, Chuck was presented with the Old North State award from the Governor and a framed certificate of appreciation from Commissioner Dobson (by Kevin Beauregard and Kevin O'Barr respectively) recognizing his two decades of service to the agency.*

# Gillings School of Global Public Health

Kevin O'Barr (CSB) and Joseph Davis (ETTA) were invited to speak at an informational class at the Gillings School of Global Health at UNC, on October 26<sup>th</sup>. They were sharing the departments offerings as far as education and teaching opportunities.

The Department of Health Behavior, at the Gillings School of Global Public Health had just been funded by the NIOSH Center of Excellence for Total Worker Health operating as a Carolina Center for Total Worker Health and Wellbeing. A significant portion of their work in the next 5 years will be around training and educational toolkits/resources.

The *Total Worker Health* (TWH) approach prioritizes a hazard-free work environment for all workers. It also brings together all aspects of work in integrated interventions that collectively address worker safety, health, and well-being. Traditional occupational safety and health protection programs have primarily concentrated on ensuring that work is safe and that workers are protected from the harms that arise from work itself. TWH builds on this approach through the recognition that work is a social determinant of health. Job-related factors such as wages, work hours, workload, interactions with coworkers and supervisors, and access to paid leave impact the well-being of workers, their families, and their communities. The long-term vision of the TWH program is to protect the safety and health of workers and advance their well-being by creating safer and healthier work.

The group was very great full for OSH input and hopes to collaborate further with our organization.

## Doug Parker to Serve as Assistant Secretary of OSHA



On Monday 25<sup>th</sup> October the US Senate voted to confirm Doug Parker to lead the Occupational Safety and Health Administration. Parker is the first Senate-confirmed director at OSHA since early 2017, when David Michaels stepped down. He has headed California's Division of Occupational Safety (Cal/OSHA) since 2019.

Prior to law school, he worked in the private sector as a sales and marketing director. He earned a J.D. from the University of Virginia School of Law and a B.A. in history from James Madison University. Parker began his legal career as a staff attorney at the United Mine Workers of America. He previously served in the Department of Labor under the administration of President Obama as deputy assistant secretary for policy with the Mine Safety and Health Administration.





*Thanks  
for all you do!*

*-The Director's Office*