



STATE EMERGENCY MANAGEMENT PLAN

March 2020

**NORTH CAROLINA DEPARTMENT OF LABOR
OCCUPATIONAL SAFETY AND HEALTH DIVISION
STATE EMERGENCY MANAGEMENT PLAN**

Executive Summary

Homeland Security Presidential Directive 5 required the Secretary of Homeland Security to develop a National Response Plan. In December 2004, the Department of Homeland Security issued the National Response Plan, which provides structures, resources and capabilities for the coordination of Federal support to State, local, and tribal incident response managers.

The Occupational Safety and Health Administration (OSHA) is the coordinating agency for the Worker Safety and Health Support Annex to the National Response Plan. This annex describes the actions needed to ensure that threats to responder safety and health are anticipated, recognized, evaluated, and controlled consistently so that responders are properly protected during incident response management operations.

OSHA has also published its National Emergency Management Plan (NEMP), which clarifies the agency's policies during responses to national emergencies. Accordingly, OSHA Region IV issued its Regional Emergency Management Plan (REMP), which supports the NEMP and establishes procedures and policies for Region IV (NC, SC, KY, TN, GA, AL, MS, FL) during responses to significant emergencies occurring within the region and its support for national emergencies.

The North Carolina Department of Labor's (NCDOL) Occupational Safety and Health Division (OSH) is the state's equivalent of OSHA, responsible for implementing functions critical to supporting and facilitating the protection of worker safety and health for all emergency responders and response organizations before, during, and in the recovery phase after incidents of national significance in North Carolina.

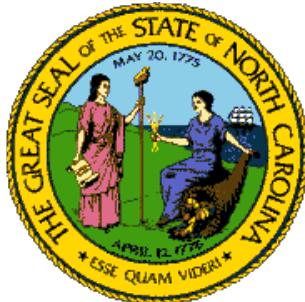
The NCDOL fully endorses OSHA's National and Regional dedication to the health and safety of our emergency responders and relief workers during a local or national emergency. Therefore, this State Emergency Management Plan (SEMP) has been written to complement the national and regional plans and helps ensure that the NCDOL is prepared to provide the necessary technical support and assistance during a local or national emergency.

Kevin Beauregard
Deputy Commissioner

**NORTH CAROLINA DEPARTMENT OF LABOR
OCCUPATIONAL SAFETY AND HEALTH DIVISION**

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Historical Perspective

Disasters can occur causing widespread human suffering and death as well as disruption of basic and essential services. The affected society must cope with property damage, environmental losses, and economic hardship. In North Carolina, the sheer scope of the economic impacts and injuries has brought about reforms in disaster response and recovery to include a more active role by the North Carolina Department of Labor (NCDOL).

North Carolina is vulnerable to the natural hazards of hurricanes, tornadoes, landslides, earthquake, flood, severe storm and wildfires. These disasters can place tremendous strains on fire, rescue and emergency management professionals, which can lead to unforeseen accidents. North Carolina is also vulnerable to many technological (human-caused) hazards associated with mines, chemicals, dam failures, hazardous materials, pipelines, radiological releases, terrorism, transportation incidents and urban fires.

The importance of NCDOL personnel providing safety oversight during the disaster and throughout the recovery phase cannot be overstated. For example, on September 5, 1996, Hurricane Fran struck the coast of North Carolina, and severely damaged or destroyed over 40,000 homes. The storm was responsible for 24 deaths and \$5.2 billion in damages. On September 16, 1999, Hurricane Floyd, a storm extending 300 miles with sustained winds of 96-110 miles per hour, made landfall in North Carolina, dropping up to 20 inches of rain in eastern regions of the state. The Centers for Disease Control (CDC) reported in its Morbidity and Mortality Weekly Report (May 5, 2000), that 52 deaths in North Carolina were associated with Hurricane Floyd. Of the 52 deaths, 35 occurred on September 16 and the rest during the storm's aftermath. Additionally, five of the 52 decedents were rescue workers. In October 2016, NC dealt with massive flooding from Hurricane Matthew. In September 2018, NC also dealt with massive flooding and wind damage from Hurricane Florence. Destruction of this magnitude leads to professionals and novices performing electrical repairs, using chainsaws, moving and lifting heavy debris, working at dangerous heights, and working in trenches and confined spaces.

The goal of NCDOL is to protect responder and recovery personnel and to help them work in as safe and healthful an environment as possible. The NCDOL, Occupational Safety and Health Division (OSH) will carry out safety and health activities applicable to a disaster to include the following:

1. Consistent with the National Incident Management System (NIMS) organizational structure, inclusion of a qualified disaster safety officer (DSO) as a member of the command staff;
2. Identification and coordination of abatement of hazards that may be encountered at a disaster site; and
3. Provide basic and technical safety and health information for all responder and recovery personnel.

Working through the chain of command, the disaster safety officer can significantly aid in the correction or alleviation of unsafe conditions associated with the incident and helps ensure that risks are minimized, or hazards abated prior to responder/employee exposure.

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1. Introduction.

- a. Mission. The NCDOL is committed to providing resources (personnel and equipment) to support and assist North Carolina emergency response agencies and federal organizations in protecting first responders and recovery workers during a local or nationally significant incident.
- b. Purpose. The purpose of the State Emergency Management Plan (SEMP) is to organize, prepare and commit NCDOL resources in support of the Governor's preparation for, response to and recovery from, all significant hazards and disasters affecting North Carolina. The SEMP also provides for the commitment of NCDOL resources to augment national and/or regional Occupational Safety and Health Administration (OSHA) commitments in response to nationally significant terrorist events, under the auspices of the U.S. Department of Homeland Security (DHS). The SEMP allows for the employment of NCDOL resources in public service where core-mission activity has been suspended, or for core-mission compliance or consultative modes of operation. The NCDOL, Occupational Safety and Health (OSH) Division administers and enforces the 1973 Occupational Safety and Health Act of North Carolina and is responsible for providing personnel and equipment in support of local or national events. The overall mission of OSHA and the OSH Division remains unchanged---that of worker safety and health. In this regard, the SEMP is also intended to provide guidelines for the protection of OSH employees on the job.
- c. Scope. The SEMP covers OSH Division activity related to emergency response and homeland security and includes the options of core-mission activity, when appropriate. DHS was established on January 23, 2002, and has sweeping authority in matters of national emergency, executed under the developing DHS National Response Plan, which is currently the National Response Framework (NRF). The Worker Safety and Health Support Annex to the NRF establishes OSHA's support and participation in support of the NRF. The policies and procedures identified in OSHA's National Emergency Management Plan (NEMP) cover OSHA's support, assistance, and resources available during significant events. These types of events could result in an emergency declaration under section 501(b) of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. 5121-5206 (the "Stafford Act") and the activation of the DHS NRF, the National Incident Management System (NIMS), the OSHA NEMP, or the OSHA Region IV Regional Emergency Management Plan (REMP). Emergency declaration under the Stafford Act may be issued for a variety of natural and technological disasters. The SEMP primarily addresses NCDOL support and assistance to the North Carolina Department of Public Safety (NCDPS), Division of Emergency Management (NCEM), which employs first responders statewide.

NCEM implements the governor's policy and direction, which may in some instances, be in conjunction with a declaration regarding a national emergency. NCEM routinely deals directly with DHS (Federal Emergency Management Agency (FEMA) now falls under the purview of DHS) as the conduit between federal operations and first responders. NCDOL, as a regulatory and advisory agency, employs no first responders or "operational" agencies.

d. **Activation of the SEMP.** The SEMP is activated at the direction of the governor, the N.C. commissioner of labor, or the deputy commissioner of OSH based upon notification of a catastrophic event. The knowledge, experience and successes gained by OSH responses to catastrophic events will assist the commissioner and deputy commissioner in formulating a response. The governor of North Carolina has primary jurisdiction and authority over emergency management activities in North Carolina, and prepares for, responds to, recovers from and mitigates these events through the NCDPS and in support of operational government agencies and first responders around the state. NCDOL, a regulatory, non-operational agency without first responders, is within the governor's chain of command and has a separate, cooperative relationship with OSHA. OSHA has organized their response planning to fulfill the need for cohesive, modular and scalable emergency response protocol that prepares OSHA and state plan states for a large-scale, sustainable response and creates the technical resources required to support national and local events.

e. **OSH Large-Scale Disaster Recovery Service Under the Auspices of the NCDPS.** North Carolina General Statute 166A, establishes the authority and responsibilities of the governor, state agencies, and local government for emergency management in North Carolina. The North Carolina Emergency Operations Plan (NCEOP) establishes a comprehensive framework of policy and guidance for state and local disaster preparedness, response, recovery and mitigation operations. All NCDOL personnel should familiarize themselves with these documents and the responsibilities of each office. In the event of a natural/manmade disaster, a state of emergency may be declared. The commissioner of labor has the authority to cease all compliance activity in the affected areas. NCDOL may be called upon to provide assistance to the State Emergency Response Team (SERT) in the form of state safety and health advisors. OSH core-mission activities in non-affected counties may continue as normal. OSH safety and health professionals will be assigned as required to perform duties to assist the state recovery effort, overseeing occupational activities, or those of private citizens, such as chainsaw safety or entering wind or flood-damaged structures. These OSH professionals can provide consultative advice to state and other agencies, as well as to private citizens and employers during the recovery phase of the state of emergency in accordance with the following:

- ***OSH Division, Education, Training and Technical Assistance Bureau (ETTA):*** Provide a staff member to act as the NCDOL recovery and safety health coordinator. This person will represent NCDOL through the Human Services section of the State Emergency Operations Center (SEOC). He/she will provide overall coordination of the NCDOL advisory efforts and act as liaison to the OSH Division director and bureau chiefs.
- ***ETTA, Consultative Services, and Compliance:*** Provide personnel to serve as necessary, as the recovery safety and health coordinator to represent NCDOL in the SEOC during recovery operations and provide on-call support statewide to the recovery effort.
- ***Compliance Districts 1 through 11:*** Provide liaison officers (on a volunteer basis) to be safety and health advisors to various teams coordinated through the Regional Coordination Centers (RCC), when activated, as shown:
 - Western RCC (Conover): Districts 1,2,3,4, and 5
 - Central RCC (Butner): Districts 6,7, and 8

- Eastern RCC (Kinston): Districts 9, 10 and 11
- Probable team assignments include, but are not limited to:
 - Preliminary Damage Assessment Teams
 - Debris Management Operations
 - Animal/Vegetable Debris Pick Up/Transfer/Incineration/Burial
 - Staging/Logistics Centers
 - Community Health Assessment Teams
 - Special Safety and Health Advisors to individual counties
 - Others as situation dictates

f. OSH Response to an Unexpected, Small Scale (Localized) Disaster. If it is not known whether the localized disaster is a workplace accident or a terrorist event, the OSH Division will deploy a minimum of two (2) Emergency Response/ Homeland Security Team (ER/HS) members to the site with Labor One or another vehicle equipped with emergency response equipment. The OSH Division Local Emergency Planning Committee (LEPC) liaison officer should also proceed to the event site, and present himself/herself to the Incident/On-Scene Commander and sign in at the command center. The LEPC liaison officer and ER/HS member(s) will be assigned by the bureau chief and will offer their services, which could include activities such as (safety and health advisor, respirator selection and fit testing, damage assessment, air monitoring, decontamination, and equipment loan). Keep the incident commander aware of OSH availability, and ensure that OSH Division employees do not enter a Hot Zone (see table 1),but are equipped and trained to enter a Warm Zone (see table 1) to provide support to first responders and special equipment operators. If the event involves a place where employees work and/or where employees have been injured or killed, the incident commander should be apprised that, as soon as the Hot Zone is controlled and eliminated, and the event is determined not to be a terrorist event, OSH Division employees need to enter the site promptly to observe activity and to gather evidence related to the accident investigation and witness interviews prior to body recovery, evidence disturbance or removal, or cleanup activity, all of which can destroy evidence germane to the investigation. This activity may be conducted in an OSH compliance mode, or in a consultative mode, depending upon the circumstances of the event and its aftermath. Investigations by other regulatory agencies such as the Federal Bureau of Investigation or State Bureau of Investigation may delay OSH site entry. In all cases, until control of the site is turned over to the OSH Division, employees will follow the instruction of the incident commander and check in everyday with the command center. Procedures and activity should proceed in accordance with instructions contained in the most current revision of Chapter VIII: Fatality and Catastrophe Investigations of the N.C. Field Operations Manual (FOM).

Table 1. The site of a chemical incident will have three safety zones. All three zones are within an isolation zone that excludes public access. Personnel trained at first responder awareness/operations level should isolate/deny entry to the contaminated (Hot) zones.

Hot Zone	The exclusion zone with actual or potential contamination and the highest potential for exposure to chemical agents. Only rescue personnel outfitted in proper personnel protective equipment are allowed inside the Hot Zone.
Warm Zone	A limited access area where decontamination activities take place. The Warm Zone is the area uphill and upwind of the Hot Zone.
Cold Zone	The safe area that is free from contamination and may be used as a support zone for planning and resource staging. Medical care can be administered in the Cold Zone area.

NOTE: Emergency Response/Homeland Security Team Members are trained to the Hazmat Operations Level and are qualified to enter a Warm Zone. Team members are not qualified to enter a Hot Zone.

A localized disaster may impact one or more NCDOL facilities forcing the commissioner of labor to activate the Continuity of Operations Plan (COOP). In that event the LEPC liaison officer and ER/HS member(s) may still be dispatched to present himself/herself to the incident/on-scene commander and offer their services.

g. **Roles and Responsibilities.** OSH Division experience and expertise enables NCDOL to offer important technical assistance involving worker safety and health during the response and recovery phase of an event and includes the following:

- ***OSH Division Director and Assistant Director:*** Keep the commissioner apprised of OSH activity. Obtain and pass down information and guidance the commissioner has obtained from the governor, council of state or legislature. Direct the OSH Division field operations, as appropriate.
- ***Emergency Response/Homeland Security Coordinator:*** Review and backfill as necessary, Labor One and/or another vehicle based upon the nature of the event. Move the equipped vehicle to agreed-upon location for handoff to the tasked ER team leader. Maintain liaison with the SEOC/SERT through NCDOL SERT representative(s).
- ***Compliance Bureau Chiefs:*** Select/assign team members in agreement with supervisors to respond to the event as appropriate. Proximity of event site to team member homes and duration of the job should be prime considerations. Consider possible long duration of on-site activity to promptly reserve nearby hotel rooms, which may be blocked quickly by other government agencies and media. Provide support, funds and information, as necessary.
- ***Compliance District Supervisors:*** Support the bureau chief and the compliance safety and health officers (CSHOs). Counties within the district may continue, suspend, or reinstate compliance activity after the event, per commissioner or division director.
- ***Emergency Response/Homeland Security Team Leaders:*** The primary responsibility is team safety and mission accomplishment at the event site. Assist and advise the incident commander, if possible. If not, observe 2-in, 2-out

concept. Keep lines of communication open. Take one of the Government Emergency Telecommunications Service (GETS) cards and a laptop computer. Establish a communications triangle between the site, the division director or assistant director in Raleigh, and the bureau chief.

- *Emergency Response/Homeland Security Team Members.* The primary concern is for team member's safety and the safety of rescue personnel on the job.
 - Emergency Response/Homeland Security Team Makeup
 - Team Leader
 - One team member from each district (flexible)
 - At least one industrial hygienist
 - All team members must be Self Contained Breathing Apparatus (SCBA)/respirator approved
 - All team members must be compliance officers who are released to perform independent inspections
 - Each team member must be trained to do fit-testing for both East and West Compliance bureaus.
 - NCDOL Communications Division: Interface between NCDOL and the media.

- h. **OSH Disaster Response/Service as Augmenter to OSHA or Other States.** OSH Division employees, when serving at a disaster site under the jurisdiction of OSHA or FEMA, will operate in accordance with the NRF, its Worker Safety and Health Support Annex and NIMS. It is OSHA's intent to occupy the "safety officer" position in the command element of the NIMS event management organization, or to support and/or advise the safety officer if that person is not an OSHA employee. This position gives OSHA proactive policy/decision-making influence at the planning and management levels rather than at a lower operational level. OSHA and OSH Division professionals augmenting the event response workforce may also be useful serving at the operational level.

2. **State Plan State Coordination.**

- a. **OSH Response.** In order for the OSH Division to respond effectively to large-scale events, particularly those that may involve more than one federal or state agency, and have the potential to quickly overwhelm the resources of a single entity, it is important to be fully prepared.

OSH Division primary responsibilities at the site may include providing occupational safety and health technical advice and support to the SERT safety officer and ICP safety officer(s) involved in incident management, and, if appropriate, at all incident sites. These tasks may include assisting with the following:

- Undertaking site-specific occupational safety and health plan development and implementation, and ensuring that plans are coordinated and consistent among multiple sites, as appropriate.
- Identifying and assessing health and safety hazards and characterizing the incident environment, to include continued monitoring of incident safety.

- Carrying out responder personal exposure monitoring, including task-specific exposure monitoring for:
 - Toxins
 - Physical stressors (e.g., noise, heat/cold, ionizing radiation).
- In conjunction with Department of Health and Human Services (DHHS), evaluating the need for longer term epidemiological medical monitoring and surveillance of responders.
- Assessing responder safety and health resource needs.
- Implementing, and monitoring an incident personal protective equipment (PPE) program, including the selection, use and decontamination of PPE; implementation of a respirator fit-test program; and distribution of PPE.
- Collecting and managing data (exposure data, accident/injury documentation, etc.) to facilitate consistent data-formatting and data-sharing among response organizations.
- Communicating with labor unions, contractors, and other organizations regarding responder safety and health issues.
- Coordinating and providing incident-specific responder training.
- Identifying, in coordination with DHHS, appropriate immunization and prophylaxis for responders and recovery workers.

OSH will operate in support of the event site commander's direction and control and provide additional assistance which may include:

- Coordinate with the OSHA regional administrator and local federal OSHA area director to develop a predetermined protocol for integration and coordination during a covered event and mutual expectations for support, including emergency contact and REMP activation procedures.
- Provide NCDPS with advance notification of OSHA presence in the state.
- Delineation of OSHA and OSH Division mutual responsibilities in response to an event in the state, under federal OSHA jurisdiction.
- Determine whether NCDOL is:
 - Able and willing to provide lead occupational safety and health support to response workers independently, with OSHA providing liaison at the regional and/or national level.
 - Able and willing to provide lead occupational safety and health support response with OSHA assistance.
- Specifically address expected assistance roles including:
 - Advice on Safety Monitoring
 - Advice on Health Monitoring
 - Respirator selection, distribution and fit testing
 - Health and Safety Plan (HASP), development, implementation and maintenance

- Delineation of responsibility for coverage of private and public sector entities
 - Address any differences in nature and extent of OSHA/state plan involvement
- A description of mutual expectations for support, including:
 - Available resources, such as personnel and equipment, that will be allocated by the NCDOL during a covered event;
 - Any agreements to provide support at event sites in other states and/or regions;
 - A strategy for coordinated outreach.

b. Response Team. Based on the information obtained regarding the event, NCDOL will determine if a response team, consisting of experts in specific disciplines is required. If resources beyond those available within NCDOL will be required to compose the team, NCDOL will determine the team composition and will direct the response team or delegate someone to serve as an authorized representative. The team, as directed by NCDOL or the delegated representative, will proceed promptly to the scene and will function as a unit in all phases of the response effort until officially directed to return to normal operations.

c. Rescue and Emergency Operations.

N.C. Department of Public Safety, Division of Emergency Management: NCDPS carries out the governor's policy and orders to assist people to prepare for, respond to and recover from, all significant hazards and disasters affecting North Carolina. The OSH Division must not interfere with rescue or emergency operations; this is the responsibility of the employer and/or local or other first responder agencies. However, if an imminent danger situation exists, OSH Division employees are obligated to advise the on-scene incident commander, and to attempt to ensure that all necessary procedures are being taken to protect the lives of the rescuers.

County and City Emergency Operations Centers: Counties in North Carolina have emergency management organizations and plans in accordance with NC General Statute 166A. Most incorporated cities are part of the county wide emergency management organization. They are organized under the incident command system and have designated primary and alternate emergency operations centers.

State-Wide Emergency Management Mutual Aid Agreement: When Hurricane Fran traveled across the state in September of 1996, no uniform agreement existed among North Carolina's cities and counties to provide assistance to one another during and after a disaster. It was apparent that without pre-established policies and procedures in place to address logistics, deployment, compensation and liability issues, and intra-state cooperation was limited and inefficient. A task force was convened and recommended a state-wide mutual aid agreement be drafted by the N.C. League of Municipalities and the North Carolina Association of County Commissioners (NCACC). The multi-purpose agreement provides efficient and effective assistance among governments, faster reimbursement from the FEMA and covers liability and insurance concerns.

d. N.C. Division of Emergency Management Scope of Responsibility. NCEM is responsible for protecting the people of North Carolina from the effects of natural and manmade disasters. The six major functional sections of NCEM are hazard mitigation, operations, logistics, information and planning, finance and floodplain mapping. This organizational structure mirrors the local incident command structure and the Federal

Emergency Response Team structure, thus streamlining and simplifying intergovernmental coordination. The NCEM responds quickly to support local government emergency operations. The three branch managers and 15 area coordinators are trained to respond rapidly upon local request to the scene of an emergency to coordinate the delivery of state assistance. The resources of the state can be available within a matter of minutes to assist local governments.

The work of the NCEM includes a four-phase approach:

1. **Preparedness**. Local emergency management agencies and NCEM work as a team to identify and analyze the hazards that may threaten communities and operations plans are developed accordingly.
2. **Response**. The division's emergency response functions are coordinated in a proactive manner from the SEOC located in Raleigh. Proactive response strategies used by the division include: area commands; central warehousing operations; field deployment teams; the SERT, which is comprised of top level management representatives of each state agency involved in response activities. The SERT also provides the technical expertise and coordinates the delivery of the emergency resources used to support local emergency operations.
3. **Recovery**. Recovery activities are designed to restore public infrastructure and facilities and to assist families with securing safe and secure housing. When the SERT is activated, state agencies are simultaneously activated to begin developing and implementing a recovery plan.
4. **Mitigation**. Mitigation activities reduce the future impacts of natural and technological hazards on people and property. The priority is to make homes, businesses and communities as resilient as possible against the impacts of hurricanes, floods, tornadoes, earthquakes, wildfires and other hazards. Most hazard mitigation techniques are applied at the local government level, where land use decisions are made, growth and development take place, and where hazards occur.

e. **State Emergency Operations Center**. The SEOC promotes the active support of field response operations in addition to providing incident tracking capability. Communications between the SEOC and any field operations is via telephone, faxes, email, the World Wide Web (web server), radio and WEB EOC, which is an internet based system used to transmit resource requests and information during emergencies and disasters.

The SEOC operates at escalating activation levels during an event. These levels indicate the status and/or threat of the event. Levels 3, 2, and 1 correspond to FEMA Response Levels 3 (minimal), 2 (moderate), and 1 (massive). A readily accessible resource area is maintained with current electronic and hard-copy reference materials such as emergency plans and procedures and GIS mapping. The SEOC is outfitted with electronics, communications, and computers to facilitate efficient command and control.

f. North Carolina Emergency Management Telephone Directory.

The NCEM maintains a comprehensive telephone directory on their website. The directory contains vital contact information for the NCEM and county emergency management offices as well as a radio communications guide.

To access the contact information, go to: <https://www.ncdps.gov/our-organization/emergency-management>

g. Covered Events. The OSH Division will mount an appropriate and expeditious response following notification of job-related fatalities and catastrophes, however reported, based on resources and other priorities. The OSH Division will gather as much information as is available prior to responding to the event. If possible, this will be done immediately through discussion with the person reporting the event. If knowledge of the event is received through the media or sources other than a representative of the employer, the employer will be contacted as soon as possible to obtain additional information. If terrorist or criminal activity is suspected, the commissioner of labor will make every effort to ensure the security of division personnel.

h. Other Agencies. If OSHA is participating in the response, the OSH Division will ensure that the outside federal officials are fully instructed in the relationship with the state organization leading the response effort. In addition, the OSH Division will ensure that the officials are fully instructed in the OSH Division – OSHA relationship with the state organization leading the response effort.

i. Level of Federal Enforcement. OSHA retains its authority relative to safety and health in private sector maritime activities (shipyards, marine terminals and long shoring); employment at/or on Indian Reservations; enforcement related to any contractors or subcontractors on any federal establishment where the land has been ceded to the federal government; railroad employment, not otherwise regulated by another federal agency; and enforcement on military bases. Federal jurisdiction is also retained with respect to federal government employers and employees; and the U.S. Postal Service (USPS), including USPS employees, and contractor employees and contractor-operated facilities engaged in USPS mail operations; and the American National Red Cross. (Refer to 29 CFR 1952.155 for a more detailed disclosure).

j. Response to Catastrophic Emergencies.

The OSH Division response to a catastrophic event will principally be one of technical assistance, risk management, and consultation. If an incident occurs in North Carolina, the state will have primary authority, unless the event falls within OSHA's jurisdiction. Various levels of OSHA assistance could be made available based on the severity of the incident and the specific request made by an affected state. The state will always have jurisdiction for state and local government workers within their state, including state and local emergency responders, workers over which federal OSHA has no jurisdiction. ***In no case should a team member be in the Hot Zone!***

Table 2. OSH assistance during specific covered events:

Type of Emergency	OSH Assistance
Chemical Emergency	1, 2, and 3
Biological Emergency	3
Radiological Emergency	3

Weapons of Mass Destruction (WMD) Event	1, 2, 3, 4 and 5
Major Fatality/Catastrophe Emergency	1, 2, 3, 4 and 5
Recovery from Disaster	1, 2, 3, 4 and 5

Codes: 1) Safety Monitoring, 2) Health Monitoring, 3) Respirator distribution and fit testing, 4) Health and Safety Plan oversight and maintenance, and 5) NCDOL personnel may serve as risk managers

3. Internal Health and Safety.

a. Emergency Response Training Program. This training program relates only to those members that are assigned to the Emergency Response/Homeland Security team. OSH compliance officers are subject to Operational Procedure Notice (OPN) 64 (Initial Training Program for OSH Compliance Personnel).

OSH Division objectives with regards to disaster response and recovery operations are to provide training and development necessary to ensure the maximum efficiency of its employees in the performance of duties related to disaster response and recovery. The OSH Division seeks to ensure the organizations readiness for emergency and contingency situations by developing and maintaining highly qualified workers. It is, therefore, necessary to provide training and education to ensure that OSH Division employees can perform at the highest level of proficiency. Employees who have valid training needs, and who meet the course prerequisites are given the opportunity to participate in training and development courses.

The OSH Division is responsible for equipment and training of response personnel. The goal is to provide them with the best equipment available within budgeting resources, and to ensure they can perform safely in an adverse work environment. Equipment encompasses vehicles and related protective gear. In addition to numerous required OSHA courses, the training program allows members to attend identified courses at the OSHA Training Institute (OTI) and courses offered locally.

In Homeland Security Presidential Directive (HSPD-5), management of domestic incidents, the president directed the secretary of the Department of Homeland Security to develop and administer a National Incident Management System. On March 1, 2004, Secretary Ridge issued the NIMS to provide a comprehensive national approach to incident management, applicable to all jurisdictional levels across functional disciplines. The NIMS provides a consistent nationwide approach for federal, state, tribal and local governments to work effectively and efficiently together to prepare for, prevent, respond to and recover from domestic incidents, regardless of cause, size, or complexity.

The NIMS Integration Center was established to oversee all aspects of NIMS. This includes the development of NIMS-related standards and guidelines and support to guidance for incident management and responder organizations as they implement the system.

On March 7, 2006, the NIMS Integration Center at <https://www.fema.gov/national-incident-management-systems-alerts> issued a NIMS alert that included a reply to the question “who has to take NIMS and Incident Command System (ICS) training?”

The alert specified that all federal, state, local, tribal, private sector and non-governmental personnel with a direct role in emergency management and response must be NIMS and ICS trained. This includes all emergency services related disciplines such

as EMS, hospitals, public health, fire service, law enforcement, public works/utilities, skilled support personnel, and other emergency management response, support and volunteer personnel.

Based on the criteria issued by the NIMS integration center and those expressed by the North Carolina State Emergency Response Commission, NCDOL has implemented NIMS/ICS training for the following positions:

- *Commissioner and Staff:* ICS 402 (Incident Command System Summary for Executives)
- *Bureau Chiefs and Supervisors:* IS 100 (Introduction to Incident Command System) and IS 700 (National Incident Management System, An Introduction)
- *Emergency Response/Homeland Security Team:* IS 100; IS 200 (Basic Incident Command System) and IS 700
- *Members assigned to work in the Emergency Operations Center:* IS 100; IS 200; ICS 300 (Intermediate Incident Command System); ICS 400 (Advanced Incident Command System) and IS 700
- *Public Information Officer:* E388 (Advanced Public Information Officer); IS-702 (NIMS Public Information Systems)

The emergency response/homeland security coordinator reviews training requirements and carefully evaluates available courses to determine their importance to the program based on the following:

1. The impact on OSH training objectives.
2. The impact on OSH anticipated support during a disaster.
3. The number of personnel that need the training.

The emergency response/homeland security coordinator is also responsible for identifying training needs that are new or anticipated to be required by mission changes associated with emergency/disaster response.

Identifying training needs is not difficult, but it does require careful scrutiny of the occupational training requirements, personnel, and materials. The following partial list contains indicators for training or development needs:

1. Team replacements or new employees
2. Performance or safety problems
3. New technology or new equipment
4. Mission changes
5. Continuing education requirements
6. Regulatory requirements for training
7. OSHA directed training
8. Retirements or reassignments
9. Deficiencies reported
10. Manpower and budget cuts or increases
11. Team member(s) requests for training

It is important to plan training needs of the organization. If the OSH Division acquires new responsibilities, technology, or equipment, team member training will have to be kept current through continuing education.

Supervisors can also provide data or anticipated changes that could affect the organization's disaster response and recovery operations. If key personnel such as those assigned to the Emergency Response/Homeland Security Team will be leaving due to retirement, etc. training will have to be conducted for newly hired employees to take their places. At the top of our list of training needs is training required by OPN 64, then specific training for employees having potential direct impact on NCDOL's support during emergency disaster situations.

- b. **Personal Protective Equipment**. The OSH Division will maintain a sufficient number of individuals who are medically qualified and trained in the use of an SCBA. These individuals must be familiar with appropriate direct reading instruments and be medically fit to carry out their assigned responsibilities.

To comply with this mandate, a respiratory protection program has been developed for OSH Division compliance personnel. This respiratory protection program has been adopted by the Emergency Response/Homeland Security Team and applies to any employee of the compliance bureaus that may be required to don and use a respirator during the conduct of field activities.

Monitoring – Response personnel will receive specific training that will make them proficient in monitoring responsibilities anticipated for events that may occur in North Carolina, in order that they may capably provide advice, recommendations, and support to first responders regarding their safety and health.

Decontamination – Appropriate decontamination training will be provided for response personnel.

Mental health support and critical incident stress debriefing - A critical incident or a traumatic event is defined as an event outside the range of usual human experience, which has the potential to easily overcome a person's normal ability to cope with stress. It may produce a negative psychological response in a person who was involved in or witnessed such an incident. If such an event should occur where NCDOL personnel require critical incident stress debriefing, the department will assess the situation and provide the support as needed.

4. **Logistics**.

- a. **State Emergency Operations Center**. The assistant director in consultation with compliance bureau chiefs and emergency response/homeland security coordinator will determine the need to deploy representatives to the SEOC and regional control centers (RCCs) and local emergency operations centers that may be activated as a result of an event.
- b. **Transportation Plan (local and long distance)**. Compliance bureau chiefs and district supervisors and in some instances the emergency response/homeland security coordinator will arrange for local/or long distance transportation necessary for adequate response to emergency situations, to include support for OSHA.

- c. Lodging for OSH Response Personnel. Compliance bureau chiefs and district supervisors will advise and assist the response team with arrangements for necessary lodging.
- d. Communications. The assistant director, in coordination with compliance bureau chiefs, district supervisors and emergency response/homeland security coordinator will establish appropriate means to assure that information and communications are properly controlled and monitored.
- e. Technical Equipment and Supplies. The Emergency Response Team leader will advise the affected compliance bureau chief and/or district supervisor regarding technical equipment and supplies needed at the site of an emergency situation. The compliance bureau chief in coordination with the district supervisor will determine what equipment is necessary to effectively and safely deal with the situation.
- f. Scheduling Response Personnel. Compliance bureau chiefs and district supervisors will provide assistance in scheduling response personnel, as necessary to assure that the OSH Division response is effective.
- g. Site Orientation (should address the following topics).
 - 1. Site health and safety hazards and exposure controls
 - 2. Site chain of command
 - 3. Site processes and activities
 - 4. Orientation to locality – maps, mass transit
 - 5. Pre-and post- shift briefings
 - 6. Provision for multiple events

5. Regional Office.

- a. Coordination with OSHA Region IV. If an incident should occur in North Carolina, the state will have primary authority with varying levels of OSHA assistance. North Carolina will have jurisdiction for state and local government employees in the state, including state and local emergency responders. The REMP establishes a framework for OSHA and the state plan and consultation project partners to plan for coordinated response and shared responsibilities.
- b. Federal OSHA Regional Office Resources. The regional office is committed to providing available resources (personnel and equipment) to support and assist; Area offices, state plan and consultation project offices, and other federal agencies/organizations within Region IV to fulfill OSHA's role during a significant disaster. OSHA regional and national offices are capable of providing technical expertise, equipment, and other resources as follows:
 - Technical expertise and advice regarding first responder and site worker health and safety using several pre-designated teams of personnel that may be deployed by the national office or regional office at the request of the area director, regional administrator, other federal organization, or state plan state.
 - Request for OSHA assistance will be handled by the OSH Director.
 - The regional and/or national office can provide internal support to regional/area/state plan/consultation project offices for scheduling and staffing

- requirements, public information and communication, transportation and lodging, and emergency procurement.
- Upon request can provide equipment and laboratory resources to augment those already committed at the event site by regional offices and/or other federal organizations.
- Provide technical and equipment support once a request is made and the national office emergency coordinator determines that support is warranted.
- Ensure that allocated resources (both personnel and equipment) arrive at the event location within the shortest possible time of a granted request, usually within 24 hours.
- Provide regional level interagency coordination to support the area office and/or the state plan states in support of a request from either office. The national office, at the request of the regional administrator, will provide national level interagency coordination to support the regional response.

6. Responsibility for Plan Review and Update.

The emergency response/homeland security coordinator will have the responsibility for periodic review and updating of the SEMP with input from the compliance bureau chiefs and other OSH personnel.

Appendix A: Glossary of Key Definitions.

Alliance Program: Organizations that are committed to workplace safety and health and have agreed to collaborate with OSHA to prevent injuries and illnesses in the workplace. Alliance agreements include a set of short-and long-term goals, which target training and education, outreach and education, and promoting a national dialogue on workplace health and safety.

Assistant Secretary: The Assistant Secretary of Labor for the Occupational Safety and Health Administration.

Biological Agent: A biological organism or a toxin produced by an organism that is intended for use in warfare or terrorist activities to kill, seriously injure, or seriously incapacitate people through its pathogenic or physiological (toxin) effects. Biological agents include bacterial agents (e.g., those causing anthrax, plague, typhoid), viral agents (e.g., those causing small pox, yellow fever, Ebola), rickettsia agents (e.g. those causing Typhus, Q fever, Rocky Mountain Spotted fever), and biological toxins (e.g., botulinum toxin, staphylococcal enterotoxin B, Ricin). (National Institute of Justice Publication Guide 101-00: An Introduction to Biological Agent Detection Equipment for Emergency First Responders.)

Chemical Agent: A chemical substance that is intended for use in warfare or terrorist activities to kill, seriously injure, or seriously incapacitate people through its physiological effects. The most common chemical agents are the nerve agents, GA (Tabun), GB (Sarin), GD (Soman), GF, and VX; the blister agents, HD (sulfur mustard) and HN (nitrogen mustard); and the arsenical vesicants, L (Lewisite). (National Institute of Justice Publication Guide 100-00: Guide for Selection of Chemical Agent and Toxic Industrial Material Detection Equipment for Emergency Responders).

Consultation Projects: A no-cost health and safety consultation program to assist smaller business employers identify and control or eliminate workplace hazards and worker exposures. Consultation projects are largely funded by the OSHA and delivered by state governments using well-trained professional staff. Consultation projects are completely separate from the OSHA inspection effort.

Contingency Plan: A contingency plan is an alternate way of doing business when established routines are disrupted.

Compliance Hot-line or Compliance Guidance Phone Line: OSHA's telephone system for receiving and responding to public inquiries about interpreting OSHA standards. Callers are guided through the OSHA website to locate regulatory or technical information that answers their questions.

Covered Event: An event or incident meeting the definition of "nationally significant event or emergency" for which the assistant secretary invokes the NEMP, usually following an emergency declaration under The Robert T. Safford Act ("Stafford Act").

Emergency Declaration (under 501(b) of the Stafford Act): Any occasion or instance for which, in the determination of the president, federal assistance is needed to supplement state and local efforts and capabilities to save lives and to protect property and public health and safety, or to lessen or avert the threat of a catastrophe in any part of the United States. All requests for a declaration by the president that an emergency exists will be made by the governor of the affected state. The president may exercise any authority with respect to an emergency when he determines that an emergency exists for which the primary responsibility for response rests with the United States.

E-correspondence System: OSHA's electronic mail system for receiving and responding to public inquiries about OSHA.

National Response Framework (NRF): The plan, adopted by the signatory federal agencies, which establishes a process and structure for the systematic, coordinated, and effective delivery of Federal assistance to address the consequences of any major disaster or emergency declared under The Stafford Act. The NRF covers the full range of requirements following a disaster: saving lives, protecting property, and meeting basic human needs (response); restoring the disaster-affected area (recovery); and reducing vulnerability to future disasters (mitigation). The NRF applies to the signatory federal departments and independent agencies that may be tasked to provide assistance in a major disaster or emergency.

Government Emergency Telecommunications Service (GETS): The GETS is an emergency phone service provided by the National Communications System (NCS) in the Information Analysis and Infrastructure Protection Division of the Department of Homeland Security. GETS supports federal, state, and local government, industry, and non-governmental organization (NGO) personnel in performing their National Security and Emergency Preparedness (NS/EP) missions. GETS provides emergency access and priority processing in the local and long distance segments of the Public Switched Telephone Network (PSTN). It is intended to be used in an emergency or crisis situation when the PSTN is congested and the probability of completing a call over normal or other alternate telecommunication means has significantly decreased.

Health Response Team (HRT): A designated group of industrial hygiene, safety, and other subject matter experts located in the Salt Lake Technical Center responsible for providing technical assistance in the areas of industrial hygiene and specialized engineering to OSHA's national, regional, and area offices in support of agency objectives. When requested, the HRT will respond to occupationally related emergencies involving potentially catastrophic releases of hazardous materials.

Emergency Preparedness Executive Steering Committee: A group of individuals designated by the Assistant Secretary who are responsible for broad oversight of the development, implementation, and maintenance of the NEMP. This committee addresses the technical and administrative issues necessary to ensure a coordinated intra-agency planning and preparedness effort for response to a domestic incident.

Incident Command System (or Structure) (ICS): An organizational structure for responding to emergencies; the structure is modular, flexible and can be expanded to meet complex situations or reduced for minor incidents. The ICS divides an emergency response into five manageable functions: command, operations, planning, logistics, and finance. The incident commander retains responsibility for these functions unless delegated to another individual. In some incidents or applications, only a few of the organization's functional elements may be formally established or delegated to another individual. The ICS is typically implemented at the local level by first responders (fire, police, and emergency management agencies). The ICS may be expanded to include a unified command for complex responses that require multi-agency resources.

Joint Information Center (or JIC): A designated central location that serves as the clearinghouse for public information related to the federal response operations conducted during an emergency. Generally, each federal organization involved in the response activities will have representatives assigned to the JIC.

Local Emergency Planning Committee (LEPC): Pursuant to the Emergency Planning and Community Right to Know Act (EPCRA) of 1986, LEPCs prepare hazardous materials emergency plans that indicate the facilities that use, produce, or store hazardous substances that are present in their perspective county. The LEPC also serves as the central repository for reports filed under Title III and will direct Title III implementation activities and perform outreach programs to increase the awareness, understanding and compliance with the EPCRA.

Mission Assignment: A work order issued by FEMA, under The Stafford Act, to another federal agency authorizing the agency to perform work, provide services, and acquire materials, with a funding limitation, on a reimbursable basis. If an event occurs which may result in a declared major disaster or emergency requiring federal assistance. FEMA can task some or all of the emergency support functions of the FRP. When an ESF is tasked to do work, a mission assignment is issued to the primary agency with a

funding limitation and the requirements for the task(s) to be performed. FEMA also may task agencies directly for work outside the scope of the ESFs.

National Oil and Hazardous Pollution Contingency Plan (NCP): The plan, codified at 40 CFR 300, which outlines the federal government's procedures and requirements for responding to oil spills and hazardous substance releases. The NCP provides a comprehensive system of accident reporting; outlines procedures and requirements for spill response, containment, and cleanup; and established a response headquarters, a National Response Team, and Regional Response Teams.

National Emergency Management Plan (NEMP): The plan adopted by federal OSHA's national office, which establishes procedures and policy for the national office and regions during responses to nationally significant events or emergencies.

Nationally significant event or emergency: means an occupationally related incident involving multiple fatalities, extensive injuries, massive toxic exposures, extensive property damage, or one which presents potential worker injury and generates widespread media interest. For the purposes of the NEMP, the event usually results in an emergency declaration under The Stafford Act and is likely due to a terrorist act.

National Response Team (NRT): The 16-agency organization responsible for interagency planning, preparedness, and coordination for oil and hazardous substance emergency response. NRT members include the federal organizations with responsibilities and expertise in emergency response to pollution incidents. The NRT provides policy guidance and assistance to emergency management and response organizations prior to incidents, and provides technical advice and access to resources and equipment from its member agencies during an event. This interagency coordination and framework is replicated at the regional level in the Regional Response Team (RRT).

Office of Emergency Management or DOL Office of Emergency Management (OEM): The United States Department of Labor's Office of Emergency Management. OEM develops all policy, requirements, and guidance for the department's Comprehensive Emergency Management System implemented at all USDOL sites and facilities.

On-scene Coordinator (OSC): The federal official (usually EPA or Coast Guard personnel) responsible for coordinating and directing federal response efforts and removal actions under the NCP.

OSHA Response Personnel: Federal OSHA, state plan state and consultation project personnel involved in nationally significant events or emergencies.

OSHA's Emergency Operations Center (or EOC): The central location for internal national office command and control during a covered event. OSHA's EOC is located in the Francis Perkins Building located at 200 Constitution Avenue, in Washington, D.C.

OSHA's Emergency Operations Center Support Team (or EOC Support Team): The designated National Office personnel that staff the EOC and provide support to Regional offices and other federal organizations during a response to a covered event. The EOC Support Team may include designated personnel from each directorate; its members will vary according to the event and the support necessary during response.

Radiological Dispersal Devices (or "Dirty Bomb"): A bomb that combines conventional explosives, such as dynamite, with radioactive materials in the form of powder or pellets. The main purpose of a dirty bomb is to frighten people and make buildings or land unusable for a long period of time. Almost any radioactive material can be used to construct an RDD, including fission products, spent fuel from nuclear reactors, and relatively low-level materials, such as medical, industrial and research waste.

Regional: Federal OSHA regional and area offices, and state plan and consultation project offices or activities within the OSHA region.

Regional Administrator: Individual with primary responsibility for managing, executing and evaluating all programs of the OSHA in the region, including coordination with the state plans and consultation projects.

Regional Emergency Management Plan (REMP): The plan, adopted by an OSHA regional office, describing the procedures that the region will follow in the event it is necessary to respond to a large-scale catastrophic event, primarily terrorist acts.

Regional Response Team (RRT): RRT is a program created in 1995 by the North Carolina Division of Emergency Management to supplement the efforts of local government hazardous materials teams in incidents beyond the capabilities of the first responder. The program is designed to provide regional response to hazardous materials incidents all over the state. Presently there are seven teams located strategically throughout the State.

Responders: All individuals engaged in response and recovery activities that address the effects of an emergency or disaster, including personnel from State, local, and Federal governments, skilled support personnel (such as equipment operators), and workers from the private sector and non-governmental organizations.

Response Organizations: All organizations with responders engaged in response and recovery activities.

Risk Managers: Designated OSHA personnel that by virtue of their experience or having completed OSHA risk management training will assume the primary role under the REMP for safety and health risk assessment and management during response to a covered event.

Robert T. Stafford Disaster Assistance and Emergency Relief ACT: The legislation enacted (42 U.S.C. 5121 – 5206) to provide an orderly and continuing means of assistance by the federal government to state and local governments in carrying out their responsibilities to alleviate the suffering and damage which result from disasters.

State Emergency Response Team (SERT): The SERT is comprised of senior representatives of state agencies, state level volunteer and non-profit organizations, and State level corporate associations who have knowledge of their organizations' resources and have the authority to commit those resources to emergency response. The SERT operates from the State EOC. It will be activated on a limited or full-scale basis as deemed appropriate by the SERT leader.

Site-specific Health and Safety Plan (or HASP): A written plan that identifies the site tasks and hazards, and the work practices and exposure controls to protect site workers.

Specialized Response Team: A designated group of OSHA health and safety technical experts with the specialized knowledge, training, skills, and equipment (PPE, detection, etc.) necessary to respond during covered events involving one of the following: chemical warfare agents, toxic industrial chemicals, biological agents, ionizing radiation, and structural collapses.

State Plan States (State Plans): States that, under Section 18 of the OSHA Act, operate their own OSHA-approved job safety and health programs under plans approved by federal OSHA. There are currently 23 States and jurisdictions operating complete state plans (covering both the private sector and state and local government employees) and three – Connecticut, New Jersey and New York – which cover public (State and local government) employees only. State plans must set and enforce job safety and health standards that are “at least as effective as” comparable federal OSHA standards. State plans are required

to extend coverage to state and local government employees, including law enforcement, firefighters, health care workers and other emergency responders.

Toxic Industrial Chemical (or Material) (TIC or TIM): A chemical other than a chemical warfare agent that has harmful effects on humans. A TIM is a specific type of industrial chemical – one that has a LC₅₀ (lethal concentration for 50% of the population multiplied by exposure time) less than 100,000 mg-min/m³ in any mammalian species and is produced in quantities exceeding 30 tons per year at one production facility. Examples include ammonia, chlorine, cyanogens, chloride, and hydrogen cyanide. (National Institute of Justice Publication guide 100-00: Guide for Selection of Chemical Agent and Toxic Industrial Material Detection Equipment for Emergency Responders; publication provides a complete list of TIMs).

Terrorism or Terrorist Act/Incident/Event/Release: Any premeditated, unlawful act dangerous to human life or public welfare that is intended to intimidate or coerce civilian populations or governments.

TOPOFF (Top Officials): A congressionally mandated, national-level, multi-agency, multi-jurisdictional WMD response exercise, designed to better prepare senior government officials at all levels to effectively respond to an actual terrorist attack involving WMD. TOPOFF is led by the US Department of Justice, the federal agency designated to respond to domestic terrorist attacks, the US Department of State, which has the lead for responding to international attacks, and the US Department of Homeland Security. Participants are officials at the federal, state, and local levels who would direct crisis management and consequence management response to a real WMD attack.

Unified Command (ICS/US): A component of an ICS that provides the organizational management tool to coordinate the effective involvement of the various agencies. The ICS/UC brings together the “incident commanders” of all major organizations involved in the response. The unified command is a triangle; the member placed at the top of the triangle has the final authority for the response.

Voluntary Protection Programs (VPP): An OSHA cooperative program designed to recognize and promote effective safety and health management. In the VPP, management, labor, and OSHA establish a cooperative relationship at a workplace that has implemented a strong program. VPP participants are a select group of facilities that have designed and implemented outstanding health and safety programs. Star participants meet all VPP requirements. Merit participants have demonstrated the potential and willingness to achieve star program status, and are implementing planned steps to fully meet all-star requirements.

Weapons of Mass Destruction: Explosive, incendiary, nuclear, biological, and chemical weapons. As defined in 18 U.S.C., Section 2332a, “the term ‘weapon of mass destruction’ means:

- Any destructive device as defined in section 921 of this title
- Any weapon that is designed or intended to cause death or serious bodily injury through the release, dissemination, or impact of toxic or poisonous chemicals, or their precursors
- Any weapon involving a disease organism; or any weapon that is designed to release radiation or radioactivity at a level dangerous to human life.”

Appendix B. Statutory References.

1. The National Response Framework Occupational Safety and Health Support Annex
2. National Incident Management System
3. National Oil and Hazardous Pollution Contingency Plan
4. National Contingency Plan
5. OSHA National Emergency Management Plan
6. OSHA Region IV Regional Emergency Management Plan
7. State Plan Authority, Section 18 of the OSHA Act.
8. Executive Order 12196, Federal Civilian Personnel
9. 29 CFR 1960, Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters
10. Homeland Security Presidential Directive 5
11. The Occupational Safety and Health Act of 1970; Public Law 91-596
12. The Hazardous Waste Operations and Emergency Response Standard, codified at 29 CFR 1910.120 and 29 CFR 1926.62
13. The Worker Protection Standard, codified at 40 CFR 311
14. The Federal Radiological Emergency Response Plan
15. North Carolina General Statute 166A
16. North Carolina Emergency Operations Plan
17. NCDOL, Occupational Safety and Health Division, Field Operations Manual
18. Robert T. Stafford Disaster Assistance and Emergency Relief Act, as Amended, 42 U.S.C. 5121, et seq.
19. Approved State Plans for Enforcement of State Standards, North Carolina 29 CFR Part 1952.155



**NORTH CAROLINA DEPARTMENT OF LABOR
OCCUPATIONAL SAFETY AND HEALTH DIVISION
BUREAU OF EDUCATION, TRAINING AND TECHNICAL ASSISTANCE
1101 MAIL SERVICE CENTER
RALEIGH, NC 27699-1101**

PHONE: (919) 707-7876 or 1-800-NC-LABOR