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From the Director's Office

I'd like to begin this month's column by thanking all of you for making this year's annual training at the McKimmon Center such a worthwhile, valuable and engaging event. Personally, I appreciated the opportunity to see so many of you in one place for multiple days. While the training we receive during annual training week is obviously important to our professional growth, the opportunity to spend time with folks that we don't often interact with is perhaps just as important. ETTA's Training Section deserves high praise for facilitating each day's programming and schedule (not to mention, refreshments!). Although we haven't yet compiled the official survey results, nearly all anecdotal feedback has been extremely positive and encouraging.



My favorite portions of the overall event were the opening and closing sessions – and I believe this is a broadly shared opinion. On Monday afternoon (and bookended on Wednesday morning), we heard from multiple compliance officers and supervisors about significant, interesting and challenging cases. I love that these presentations highlighted both the extraordinary professional and technical effort required by any given compliance inspection, but also the passion and energy that is clearly evident among our group. Thank you to the many compliance officers, supervisors and Bureau Chiefs who all played a role in these cases!

On a less technical – but more lighthearted – note, we wrapped up our three days together with an energizing and fun team building activity. “Beat the Box” allowed us to initially work together in our smaller work units, but then eventually work together as a larger team to solve the puzzle. And I use the term “solve” loosely, as in I certainly didn't contribute many solutions to help our team “solve” the game. To my Asheville office team – I'm very sorry about my poor showing! However, I did come away from that activity with some interesting useless trivia about who's on “team Aquafresh Extreme Clean,” and how people like their eggs...

I also commend our folks who were recognized with Commissioner's Awards for Excellence in Service. The Complaint Desk staff (Ric Schumann, Deborah Samad and Jeff Mitchell) certainly deserve this honor, as they are on the front lines daily of receiving and processing thousands of safety and health complaints, referrals, accident/fatality reports, etc. Congratulations are also in order for Ben Teal, a Health Compliance Officer II, for his Excellence in Service award. Ben recently transferred to the Wilmington office, but previously spent seven years working in the Charlotte office.

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I am also thrilled that Harriet Hopkins, Administrator of the Retaliatory Employment Discrimination Bureau, received the 2023 NCDOL Employee of the Year award. Congratulations to each one of you for this well-deserved recognition. Don't miss the photos featured later in this edition!

I am attending the OSH Advisory Council meeting on November 1 in Asheboro. The Advisory Council meets twice a year to discuss internal and external safety and health topics and is comprised of management, employee and public sector representatives. The November meeting will include two significant case presentations from October's annual training – thank you, Matt Gruber and Griselle Negron. Harriet Hopkins will also provide an overview of the Retaliatory Employment Discrimination Act and how it relates to occupational safety and health.

On November 6, the OSH Division will sign a new Partnership Agreement with Whiting-Turner Contracting Company covering construction of the new Wolfsped facility in Chatham County. And on November 16, our portfolio of alliances will grow as we welcome the North Carolina Masonry Contractors Association as an alliance partner. Both of these agreements represent exciting opportunities for the OSH Division to work on high-profile projects and expand our outreach efforts.

I truly cannot believe that November has arrived. But with this new month on the calendar, I wish everyone a Happy Veterans Day and Happy Thanksgiving. I have a thankful heart for the great fortune of working with such wonderful, knowledgeable and caring people.

~Jennifer

FAME-Federal Annual Monitoring And Evaluation Coming In December

As a State Plan State that receives approximately 30% of its budget from federal dollars, the OSH program must be monitored by federal OSHA to verify that state performance is "at least as effective" as federal OSHA and that we meet activity and outcome goals.

A formal audit report, the Federal Annual Monitoring and Evaluation (FAME), is prepared annually by the regional monitor who oversees North and South Carolina. Our monitor is Kim Morton who is the OSHA Area Director and has an office here in Raleigh. The audit schedule is on a two-year cycle including a comprehensive audit year and a follow-up year. The evaluation of the State Plan includes a review of case files, assessment of program performance, and track-

ing of the state's progress in meeting activity and outcome goals. All bureaus are included in the scope of the audit.

Case files for review will be randomly selected reflecting various types of inspections such as programmed, complaints, referrals, and fatalities. The audit is a snapshot of overall program performance. In the past, the audit has included interviews with CSHOs, supervisors and other employees. Please do not be alarmed if federal OSHA staff reach out to you. If you are contacted, please cooperate with scheduling times to talk, and let your supervisor know. This year's audit will occur December 4 through 8. If you have any questions about the review process please talk to your Bureau Chief or the Director's office staff.

You Look Familiar, Are You New Around Here?

Meeet Caitlin Wood. Caitlin was born and raised in North Carolina and attended and graduated from Campbell University in 2017, with a bachelor's degree in psychology.



Caitlin and Sana

Her first taste of working with NCDOL was as a temporary staff member working for ASH in the spring of 2018. Caitlin had applied for an administrative assistant position and as she ended the ASH temp position, she was hired full-time as an

administrative assistant at the Lake Boone Trail office. It made for a nice transition. She just received her 5-year service award at last month's Employee Banquet. As part of Caitlin's duties at Lake Boone Trail she processes citations, helps process case files, and provides administrative support to the staff. She really enjoys her job!

When she's not working, she enjoys spending time with her partner, Sana. Together they have a 4-year-old Zuchon (Shi Shu and Bichon mix) named Peppa. Caitlin enjoys spending time outdoors, swimming, going for walks with Peppa, skateboarding and spending time with family. When at home, she enjoys reading and playing video games.

Commercial Construction Blitz

The Construction SEP members identified that a 'Construction Blitz' was needed and made it happen. They formed teams in each district with team leaders and a blend of qualified staff and trainees.

The Compliance staff conducted the Blitz between August 28 and September 15. The main goal of the Blitz was to provide a greater presence on commercial construction sites throughout the state. The secondary goal was to provide training and familiarization for trainees and newer CSHOs on conducting commercial construction inspections. As a side effect, our inspection numbers increased. Commercial sites can be very large and intimidating, and with more exposure to those sites, CSHOs typically become more confident in tackling them. During the two weeks, 22 commercial inspections and one intervention were conducted. As a result 11 serious violations and 4 non-serious violations were recorded. Although we did not recommend many citations on the 22 inspections, it was a great training experience.

Most General Contractors on these larger sites have robust safety programs. It is beneficial for CSHOs to observe and learn from companies who have these robust programs to bring that knowledge to other companies who may need help/improvement with their safety programs. Companies that were visited were also provided brochures for consultative services.

Thank you to all the teams that participated in this effort:

District 1

Michael Greer (Lead), Denese Ballew, and Tracy Wolfe

District 2

Curt Hobson (Lead), Ed Joye, Samantha Case, Rob Jacobson (Lead), Griselle Negron, Tom Lyons, and Jessica Hucks

District 3

Carl Burgette (Lead), Roberto Gonzalez, Bob Tipton, Amanda Murphy, and Nathan Cline

District 4

Mike Hayward (Lead), George Thrower, and Jeff Johnson

District 5/6

Lisa Rayborn (Lead), Mike Saye (Lead), Warren Lutz, Jamie Lawson, Chris Bellis, Christina Medina, and Shemeya Perkins

District 7

Mark Rasdall (Lead), Lanika Williams, Matthew Fairfield, and Margaret Ness

District 8/10

Horace Dozier (Lead), Ben Teal (Lead), Ted Hendrix (Lead), Mark Tulio, Indira Jagdeo, Tyler Smith, Jennifer Sitzman, Lindsey Miller, Deane Mills, and Almeth Scott.

District 9

Wesley Herron (Lead), Sharon Owens, Lynn, Bolaji Fawoli, and Roxie Packer

Annual Training Highlights

Significant Case Presentations

A big thank you goes out to all the CSHOs who spent time and extra effort compiling and illustrating case files, then presenting them at the annual training:

- Ben Teal and Jennie Cagle — Confined Space Electrocutation
- Bob Tipton — Tire Explosion
- Matt Gruber — Forklift Struck-By
- George Calvery — Multi Digit
- George Thrower — Reaume Brothers Racing

- Lisa Rayborn — Electrocutation
- Jill Warren and Jeff Johnson — Electrocutation
- Ted Hendrix — HSC Utility Power Line
- Griselle Negron — Mast Scaffold Collapse

Beat the Box

Great fun was had with the 'Beat the Box' team building event on the last day of training before the luncheon. Thank you to ETТА for setting this up and refereeing!

The event was full of discussion, thinking, banter, and laughter. All who participated with their team members were suitably tortured trying to open all the boxes!



Participants taking part in "Beat the Box" team building event

Excellence In Service And Employee Of The Year Awards

REDB staff were big winners at the Employee Recognition Banquet with Erin Smith receiving the Commissioner's Award for Excellence in Service and Harriet Hopkins being awarded the 2023 Employee of the Year. Congratulations go out to Harriet and Erin!



Harriet Hopkins receives the Employee of the Year Award



Erin Smith receives an award for Excellence in Service

OSH Division staff also received well-deserved awards. The Complaint Desk out of Lake Boone Trail and Ben Teal from the Wilmington Office were also awarded the Commissioner's Award for Excellence in Service.

Last year alone, the OSH Complaint Desk staff and field office personnel processed 4,321 complaints and 743 referrals in FFY 2022. Over 3,232 additional contacts were made with the public that did not result

in valid complaints, along with 196 reports of injuries that were not processed due to the incidents not being reportable to OSH.



Ben Teal receives award from Ted Hendrix in behalf of Commissioner Dobson



Congratulations go out to Ric Schuman, Debra Samad, Jeff Mitchell.

Status of Fiscal Year Compliance Inspection Goals (through 9/30/23)

Type of Inspection	FY2023 Goal	12-Month Goal	12-Month Actual	% of Goal to Date	Trend
Total Compliance Inspections	1,900	1,900	1,761	93%	↔
Construction Inspections	800	800	915	114%	↔
Public Sector Inspections	95	95	120	126%	↔
Logging/Arborist SEP Inspections	20	20	22	110%	↔
Health Hazard SEP Inspections	60	60	104	173%	↔
Long Term Care SEP Inspections	24	24	33	138%	↔
Grocery & Related Products SEP Inspections	20	20	25	125%	↔
Food Manufacturing SEP Inspections	25	25	29	116%	↔
Amputation SEP Inspections	150	150	170	113%	↔

Status of Fiscal Year Compliance Strategic Goals (through 9/30/23)

Strategic Goal	Goal	Actual to Date
In-Compliance Rate (all inspections in FY2023)	<35%	37.5%
SAMM In-Compliance Rate – Safety (based on closed/issued cases)	<35%	31.6%
SAMM In-Compliance Rate – Health (based on closed/issued cases)	<35%	35.6%
SAMM Lapse Time – Safety	< 40 days	56.0 days
SAMM Lapse Time – Health	< 40 days	57.6 days
Follow-up Inspections (%)	5%	3.1%
Logging Fatalities	7 fatalities during baseline year	1
Construction Fatalities	32 fatalities in baseline year	24

Status of Fiscal Year ASH Compliance Strategic Goals

Strategic Goal	FY 2023 Goal	12-Month Goal	102Month Actual	% of FY Goal to date
Pre-Occupancy Camps Inspected	1,875	1,876	2,073	111%
Certificates Issued	1,750	1,750	2,061	118%
Outreach to Hispanic Farm Workers	100	100	29	30%
Education Material Distributed	2,400	2,400	5,943	248%

Status of Fiscal Year Consultation Strategic Goals

Strategic Goal	FY2023 Goal	12-Month Goal	12-Month Actual	% of FY Goal to date
Hazards Eliminated	4,800	4,800	6,316	132%
PRIVATE Consultative Visits	1,125	1,126	1,243	110%
Construction Visits	290	290	463	160%
Logging Visits	15	16	15	94%
LTC Visits	30	30	38	127%
Documentation of Health Hazard Inspections	125	125	205	164%
Food Inspections	12	12	15	125%
Program Improvements	750	750	1,347	180%

Status of Fiscal Year ETТА Strategic Goals

Strategic Goal	FY2023 Goal	12-Month Goal	12-Month Actual	% of FY Goal to date
Construction SEP 10 Hour Course	5	5	7	140%
Construction SEP 30 Hour Course	1	1	2	200%
Logging/Arborist Events	5	5	13	260%
LTC Events	2	2	4	200%
Health Hazard Events	20	20	22	110%
Public Sector Training Events	5	5	18	360%
Program Improvements	60	60	114	190%
Total Star Sites (new/recertifications)	20	20	31	155%
Total Star Program Interventions	100	100	147	147%
Total Persons Trained by ETТА	5,350	5,350	9,613	180%
Total Persons Trained in Identified Areas	1,500	1,500	4,553	304%
Publications Distributed	45,000	45,000	64,222	143%

*Happy
Thanksgiving
Jennifer & Paul*