



March-April 2025



NCDOL

N.C. Department of Labor

Luke Farley, Commissioner

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LEDGER

Commissioner's Column



Spring is here — and that means warmer weather, longer days and Safety Awards season at the N.C. Department of Labor!

We kicked things off in Charlotte, honoring outstanding employers and employees for their exceptional commitment to workplace safety. It's just the beginning — there are 13 banquets scheduled across the state in April and May, and I look forward to attending each one.

Recognizing safety success is one of my favorite parts of the job. These events celebrate businesses that have built a culture of safety — the kind that brings workers home safe and sound every day.

DOL Staff Spotlight

A special thank you to everyone at NCDOL who works tirelessly behind the scenes — educating employers, reviewing reports, answering calls, conducting inspections and making sure we're supporting safe workplaces across North Carolina. You're the engine behind it all!

Safety Stat of the Month

Since 2001, North Carolina's workplace injury and illness rate has dropped from 4.0 to 2.0 per 100 full-time employees — cut in half. That progress is thanks to you—employers, workers and the people of NCDOL working together every day.

Looking Ahead

We've got a busy spring ahead, and before you know it... it'll be Fair season! I hope you all take time to enjoy the warm weather, recharge, and stay safe out there.

It's an honor to serve as your Commissioner of Labor. Thank you for everything you do for the people of our great state.

Luke Farley

Luke Farley
Commissioner of Labor

Inside this edition:

New Hanover STAR Recertifications	Page 2
Davidson County STAR Recertifications	Page 3
Consultative Services Assistance	Page 4
Deadly Mistakes	Page 5
Bulletin Board	Page 6



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Two New Hanover County Businesses Recertified as Carolina Star Sites

By: Andy Lancaster, Communications Director

At a ceremony in Castle Hayne on Wednesday, April 9, N.C. Department of Labor Commissioner Luke Farley recertified two New Hanover County employers as Carolina Star sites. Both the American Chrome and Chemicals plant and its resident contractor, Mundy Maintenance and Services, were recertified. This marks the sixth certification for American Chrome and Chemicals and the fifth for Mundy Maintenance and Services. Together, American Chrome and Chemicals and Mundy Maintenance and Services employ 181 people in New Hanover County.

American Chrome and Chemicals first earned a Carolina Star certification in 1996. Mundy Maintenance and Services first earned Carolina Star certification in 1997.

"It's a privilege to recertify American Chrome and Chemicals and Mundy Maintenance and Services as Carolina Star sites," Commissioner Farley said. "These recertifications represent hard work and determination by both management and employees to meet the strict requirements to be designated as a Carolina Star site. I congratulate both companies for their commitment to employee safety."

The Carolina Star Program is the premier recognition program of the North Carolina Department of Labor. Employers must meet strict requirements, like a favorable onsite evaluation by the Star Program evaluation team within 36 months of the initial onsite Star evaluation and every 60 months thereafter. Only 142 businesses out of more than 900,000 private sector employers in the state have a Carolina Star certification—they represent the best of the best in workplace safety.

For more information about the Carolina Star program, including joining the program, please contact LaMont Smith (lamont.smith@labor.nc.gov), Carolina Star's recognition program manager, or call 919-707-7852 for more information.



Labor Commissioner Luke Farley presents American Chrome and Chemicals and Mundy Maintenance and Services with the acrylic Carolina Star award during a recertification ceremony held in Castle Hayne on Wednesday, April 9.



Safety Awards Season is Here!

Updates Coming Soon!

1-800-625-2267 ★ www.labor.nc.gov

Commissioner Farley Recertifies Davidson County Carolina Star Sites

By: Andy Lancaster, Communications Director

At a ceremony in Linwood on Friday, March 7, Labor Commissioner Luke Farley recertified two major Davidson County employers as Carolina Star sites. Both the Owens & Minor Healthcare Logistics and Supply Chain Management plant and its resident contractor, Facility Logistic Services, were recertified. This marks the ninth certification for Owens & Minor and the third for Facility Logistic Services. Together, Owens & Minor and Facility Logistics Services employ 315 people in Davidson County.

Owens & Minor first earned a Carolina Star certification in 1995 and has been a part of the Star program since the program's inception. Facility Logistic Services first earned Carolina Star certification in 2011.

"It's a privilege to recertify Owens & Minor and Facility Logistic Services as Carolina Star sites," Commissioner Farley said. "These recertifications represent hard work and determination by both management and employees to meet the strict requirements to be designated as a Carolina Star site. I congratulate both companies for their commitment to employee safety."

Owens & Minor Inc. is a global healthcare solutions company with more than 20,000 employees worldwide.

Founded in August 2007, Facility Logistic Services (FLS) was created to meet the local warehousing, distribution and manufacturing needs of a Fortune 500 company. FLS has grown from one location with 22 employees to over 280 employees managing facilities across the U.S.

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For more information about the Carolina Star program, including joining the program, please contact LaMont Smith (lamont.smith@labor.nc.gov), Carolina Star's recognition program manager, or call 919-707-7852 for more information.



Commissioner Farley (center), along with NCDOL Educational Training and Technical Assistance staff, Tyrone Taylor (second from right) and Starsky Martin (far right), presents representatives from Owens & Minor Healthcare Logistics and Supply Chain Management with the acrylic Carolina Star plaque on Friday, March 7.



Commissioner Farley (center), along with NCDOL Educational Training and Technical Assistance staff, Tyrone Taylor (second from right) and Starsky Martin (far right), presents representatives from Facility Logistic Services with the acrylic Carolina Star plaque on Friday, March 7.



Retaliatory Rights and Workplace Worries Will Return in the Next Issue!

Consultative Services Bureau Delivers Employee Assistance Statewide

The N.C. Department of Labor (NCDOL) has a resource that is designed specifically to assist employers with safety and health issues. The NCDOL provides on-site Consultative Services where a professional safety and health consultant can meet the employer on-site and review any areas of concern the employer may have. The Consultant can review written safety and health programs, walk through the establishment to identify worksite hazards that may result in injury. This service is provided at no cost to the employer and is required by law to be confidential. The Consultative Services Bureau does not have authority to issue citations or assess monetary penalties.

“I highly encourage employers to take advantage of this service. My top priority is employee safety and Consultative Services plays an important role in working with businesses on the front end to address any safety questions or concerns employers may have. Employers that address safety issues proactively is a win-win for employees and employers. Working together, we can make North Carolina the safest place to work.” Labor Commissioner Luke Farley said.

The professional consultants employed in NCDOL’s Consultative Services Bureau each have many years of experience and work across all of North Carolina. Once onsite the consultant will identify safety and health hazards in a business and assist with recommendations to reduce and eliminate those hazards. In addition to there being no cost to the employer for the consultation services provided, there’s also the additional benefit that employers who have engaged with the Consultative Services Bureau will receive a deferral from any random NCDOL health and safety inspection.

“Employers seem to appreciate how easy it is to engage with Consultative Services and that they, the employer, remain in control of the interaction and can guide the consultation to meet their needs,” Commissioner Farley stated. “We can assist employers to become compliant with the standards, but more importantly we aim to eliminate health and safety hazards from the workplace and prevent illness, injury and even death to all people who go to work each day in North Carolina.”

To answer questions for employers who may be considering submitting a request for consultation but who remain shy, NCDOL put together a client testimonial video where other employers share their experience with the Consultative Services program.

Click [here](#) to watch the testimonial video.

Recognition Roundup

“Recognition Roundup” identifies businesses that qualify for one of the N.C. Department of Labor’s recognition programs. Congratulations to all of the recent award recipients. For a complete list of **Star** and **SHARP** sites, visit the **NCDOL website**.

SHARP *Recertification

Roanoke Cement Company LLC, *Winston Salem**
 Cape Hatteras Electric Cooperative (47109), *Buxton**
 Cape Hatteras Electric Cooperative (47159), *Buxton*
 Cape Hatteras Electric Cooperative (47039), *Buxton*
 Carolina Solar Services, *Durham**
 Amarr Company, *Mocksville**
 Hood Container (101 Industrial), *Burgaw**
 Hood Container (151 Industrial), *Burgaw**
 Sonoco Recycling Inc., *Raleigh**
 Haynes International dba Haynes Wire Company, *Hendersonville**
 Edwards Wood Products, *Marshville**

Carolina Star *Recertification

Celanese, *Grover**
 Cintas Location No. 45, *Greensboro**
 Cintas National Fire Accounts F99, *Durham**
 Clean Harbors Environmental Services, *Reidsville**
 Eaton Corporation, *Kings Mountain**
 Envalior, *Dallas**
 Hyster Yale Materials Handling, *Greenville**
 Pfizer, *Rocky Mount**
 Pfizer, *Sanford**
 Sonoco Recycling LLC, *Durham**
 Southern Industrial Constructors, *Wilmington**
 Thermo Fisher Scientific, *Asheville**

Building Star *Recertification

LeChase Construction Services, *Durham**
 Turner Construction Company/Carolinas Business Unit, *Charlotte**



Follow NCDOL on:



DEADLY

Mistakes



By Judyth Forte, State Plan Coordinator

Fatal Event: Truck backed over employee. On July 8, 2021, a 56-year-old man, who was employed as a sales representative, was fatally injured when a box truck backed over him in the employer's parking lot.

Investigative Findings: The employer was a company specializing in installing insulation in new residential construction. The employer's sales office and attached warehouse, where building supplies were stored, were located together in a one-story building surrounded by a parking lot. There was no public access to the facility.

A sales representative who worked in the office area was outside the warehouse assisting another employee, who worked as an installer for the company, to load material into a box truck. Once loaded the installer stated that he was going to drive straight to a job site with the supplies. The sales representative returned to the office and immediately received a phone call from the job site that the installer was driving to. The person on the phone indicated that they needed one more sheet of Thermo-ply (T-ply) and requested that it be added to the order that was about to be delivered.

The box truck had already started to move toward the road, and as the driver was about to pull out, he heard the sales representative yell to him to stop. Someone at the job site had just called to say they needed an extra sheet of T-ply, and the sales representative asked if he could bring it. The sales representative went into the warehouse and came back out with the T-ply and walked toward the back of the truck. As he started to raise the truck's roll-up door, the driver shifted the truck into reverse and depressed the gas pedal causing the truck to back up and over the salesman.

Discussion: The construction code covers construction workplaces including storage areas for construction materials, which in this case would include the sales office, even though they are not directly involved in construction activities.

The facility had cameras operating during the time of the accident, so between watching the camera footage, reviewing the employer's safety policy and procedures and interviewing employees, a lot was learned about the events that led up to and were causative factors in this fatality.

It was discovered that the box truck that was being driven by the installer to pick up the construction materials had never had an

operable backup alarm (it was not manufactured with one). When a driver's view of the rear of a vehicle is obstructed, the vehicle must either be equipped with an audible alarm or an employee/spotter must be standing apart from the vehicle in such a way as to be able to see behind the truck and signal to the driver when it is safe to move. In this case it was the employer's policy to have a spotter in view of the driver whenever a truck was reversing. Contrary to the employer's policy, a spotter was not being used at the time of the accident.

In addition, the employer failed to permit only those employees qualified by proper training and experience to operate equipment and machinery. When engaged in the operation of an over-the-road vehicle, the employee must also have the required qualifications to operate the vehicle. In this case the employee/installer's driver's license expired 13 years earlier.

Recommendations: This was not a complicated work site with extreme or extraordinary conditions, but an employee lost their life during this work activity.

According to data from the Bureau of Labor Statistics, the average annual number of back-over related occupational fatalities nationwide is around 70 deaths per year based on figures from 2018-2021.

- ✖ Employees need to adhere to safety protocols that have been established for identified dangers at their work site. The protocols have been put in place due to items or situations being identified as a known or potential hazard.
- ✖ Employees should be aware of the location of all other workers when any vehicle is in motion but especially when a vehicle is backing up.
- ✖ Motor vehicles subject to construction regulations must have a reverse signal alarm audible above the surrounding noise level or a trained observer/spotter signaling that it is safe to back up the vehicle.
- ✖ Employees required to work in the vicinity of moving vehicles should wear a safety vest or other high visibility clothing.
- ✖ Employees should never move behind any vehicle unless the driver is out of the cab and the vehicle is secured with the engine off, and employees should never be positioned directly behind a vehicle that is backing up.
- ✖ Instruct spotters to always maintain visual contact with the driver while the vehicle is backing up and not to use personal mobile phones, personal headphones or other items which could pose a distraction during spotting activities.
- ✖ Instruct drivers to stop backing immediately if they lose sight of the spotter.



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Bulletin Board

Mine and Quarry Training

MSHA New Miner Training

April 14-16, *Rocky Mount*

April 29-30, *Castle Hayne*

MSHA Annual Refresher Training

April 23, *Virtual*

May 1, *Castle Hayne*

First Aid Training

May 29, *Virtual*

Train-the-Trainer

June 17-19, *Spruce Pine*

To register for any of these classes, **go online**
or call the Mine and Quarry Bureau at 919-707-7932.

OSH Webinar Courses

Visit the **OSH Training Schedule Calendar** to view upcoming internet training and other safety courses.

Pre-Recorded Webinars

Watch the pre-recorded webinars available on our YouTube channel.

Wage and Hour Presentations

Investigators from the Wage and Hour Bureau offer presentations to employers, employees, high schools and career development organizations. The presentation covers the provisions of the Wage and Hour Act, minimum wage, overtime, record keeping, wage payment and youth employment. The presentation is designed to enhance North Carolina citizens' knowledge on labor laws and to inform employers and employees of their rights and responsibilities in wage and hour matters. Investigators conduct the presentations onsite at schools or local businesses if there is a minimum of 10 attendees.

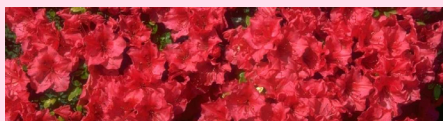
To schedule a presentation, please email whbinfo@labor.nc.gov with the following information: requesting individual or business, location, desired topics and preferred dates for presentation.

Library Update

Click **here** for information on how to register with the Library to access streaming safety/health videos and/or borrow materials.

Special Emphasis Program

Click **here** for information.



Spring Into Safety!