



Labor

LEDGER

Cherie Berry, Commissioner

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NCDOL Celebrates IDA Program

By Neal O'Briant
Public Information Officer

The N.C. Department of Labor held a celebration for its partners in the Individual Development Accounts Program on July 7 at the N.C. Museum of History in Raleigh. The event honored the many community-based organizations that had partnered with the Labor Department over the past 19 years.

The IDA Program is designed to help low-wealth individuals build financial assets through the startup of new businesses, post-secondary educational investments or the purchase of a home. The program uses matched savings accounts, financial literacy training, credit counseling and coaching to provide assistance to low-income individuals seeking to attain self-sufficiency.

IDAs began in North Carolina when the General Assembly passed a law in 1997 appropriating \$600,000 for the N.C. Department of Labor, in conjunction with the N.C. Department of Health and Human Services, to establish a pilot project creating individual development accounts to assist working families. At the time, Labor Commissioner Cherie Berry was serving in the House of Representatives. She and Representative Julia Howard of Davie County saw that such a program could become a major part of welfare reform for our state.

“Representative Julia Howard and I had the idea for our welfare reform bill that we were crafting for the General Assembly at that time, that we needed a program that would help lift people to a higher place than they were residing at that time,” Commissioner Berry said. “We needed a program that would help them develop assets, because we knew that assets were so important at helping lift people up the economic ladder. And along with that, we wanted classes to help people understand finances and how to save money and how to attain financial security. ...”

“When Representative Julia Howard of Davie County and I supported the Department of Labor’s IDA pilot project, established by Session Law 1997-443, little did I know that I would eventually become responsible for running the program as Commissioner of Labor. Over the past 19 years, the North Carolina IDA Program has touched the lives of hundreds of families. Nationally, our program has shown a great deal of resilience during trying economic times, making it one of the longest-running programs in the country.”

The Labor Department acquired additional funding for the program over the years through a series of grants, including five grants through the federal Assets for Independence (AFI) Act and a contract with the N.C. Department of Health and Human Services under the Temporary Assistance for Needy Families (TANF). The NCDOL’s final AFI grant runs through August 2015. At that time, the Labor Department will mark the end of its IDA Program.

The Labor Department has played a significant role in the IDA movement in our state. The department has worked in partnership with the N.C. Housing Finance Agency and the IDA and Asset Building Collaborative of North Carolina (now known simply as The Collaborative) to support and increase the number of IDA programs. The NCDOL IDA Program is also a participant in the North Carolina Assets Alliance, which educates the public and policymakers about asset-based strategies that promote economic security and prosperity.

A major part of the celebration included recognition of the successes of program participants. A series of posters around the room displayed several of their stories. On one of the posters, a graduate of the Raleigh Area Development Authority IDA program talked about how she was able to buy her home after participating in the program.



NCDOL Photo Library

Labor Commissioner Cherie Berry presents an award to the N.C. Housing Finance Agency. Left to right: Bob Kucab, president; Bill Dowse; Commissioner Berry; and Sonia Joyner.



From Labor Commissioner Cherie Berry

The last Safety Awards Banquet was held on Friday, June 26, in Mount Airy. Each banquet was fun and entertaining in its own way. Even the Clinton Banquet where we lost power during dinner turned out to be a great evening. The night of the Clinton Banquet, which was held June 9, a bad storm hit the area and the venue, which is the Sampson Agri-Exposition Center, lost power to the building. Attendees used their cell phones to help light up the venue and the banquet did not miss a beat. Safety awards were distributed and I was even able to deliver my address with the lights out.

I'm so happy to get the chance to travel across our state to present these awards. The banquets are always one of the highlights of my year. We don't have room in this newsletter to list the record-breaking 3,243 awards that companies earned. Please take a look at the list of companies receiving awards for 20 or more consecutive years or for 3 million hours or more without a lost-time workplace accident on page 5. My sincere congratulations to them and all the award recipients.

As we continue to enjoy summer, please be mindful of the heat. Through the middle of July, more than 1,600 heat-related illnesses were identified in emergency department visit records across North Carolina. Our Occupational Safety and Health Division heat stress initiative teaches people how to recognize the signs and symptoms of heat-related illnesses. Click [here](#) to view the Heat Stress Quick Card. Please share the information with your friends and family.

Cherie Berry



Cherie Berry

Commissioner of Labor

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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. To view a complete list of all North Carolina Star recipient companies, click [here](#).

To view a complete list of all North Carolina general industry SHARP companies, visit www.nclabor.com/osha/consult/sharp_sites.pdf.



Safety and Health Achievement Recognition Program (SHARP)

Hampton Manor, Gaston



Building Star

BE&K Building Group, Durham (recertification)



Carolina Star

TE Connectivity (Burgess Road), Greensboro

TE Connectivity (Pegg Road), Greensboro

Facility Logistic Services, Lexington (recertification)

United Technologies Co., UTC Fire & Security, Lincolnton (recertification)



TAKE PRIDE IN SAFETY!

Nova Development

NCDOL Celebrates IDA Program

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“I was ready to get out of the hole I was in and wanted to provide a safe and stable home for me and my daughter,” she wrote. “I had started the home ownership process several years ago but had to put it on hold. When I went back to it, began saving money again in the IDA, and doing what was asked of me, it was literally full steam ahead. ... In 11 months I closed on my home and didn’t have to come out of pocket for any closing costs! The official date was December 5, 2014! THIS WAS ONE OF THE BEST DAYS OF OUR LIFE! ... I love driving home each day and I feel like I am finally living the American Dream. I recommend this program to all first time homebuyers! I give special thanks to [my case worker] and everyone else that may have helped her help me reach my lifetime goal.”

Two IDA program graduates spoke at the celebration about how the program had helped them succeed. Tara Abshire, a graduate of the Western Carolina Community Action IDA program, talked about how the program helped her save money to go back to school.

“I started the IDA program in December of 2009, and I cashed out in January of 2011,” Abshire said. “The match allowed me to do several things. First, it paid for school, which allowed me to work part-time and use my income to provide for my children. ... And now I am able to be self-sufficient because of my education.”

Brandon Sutton, a graduate of the Carteret Community College IDA program, talked about how the program helped him open his business as a licensed massage and bodywork therapist. He was able to take business classes and write a business proposal while saving money. It also enabled him to get the specialized education he needed to set him apart in his profession.

“I am so grateful for the IDA Program and everyone who worked so hard to make it happen,” Sutton said. “It really did make a difference in my life.”

By the end of 2014, a cumulative total of 665 participants had graduated from the NCDOL IDA Program. These graduates purchased 569 homes, started 57 businesses and made 39 educational investments. From 1999 through 2014, IDA account holders saved an aggregate of almost \$2 million, acquired more than \$1.4 million in matching grant funds, and purchased an estimated \$53.8 million in assets.

At the end of the event, Commissioner Berry recognized all of the partner agencies in attendance with certificates. She also presented special awards to The Collaborative and the N.C. Housing Finance Agency.

While the Labor Department’s role in the IDA Program is winding down, Commissioner Berry told the attendees that she hopes the work they have done will continue on.

“We will be here ... to help you in any way that we possibly can,” Commissioner Berry said. “I hope that there will be an opportunity for all of you to shine—to take this program as your own and move it forward as I know you can.”

Labor Department Recognizes Greensboro Facility

By Roseanne Morgan, Health Consultant

The N.C. Department of Labor recently certified Ball Dermpath as a participant in the Safety and Health Achievement Recognition Program (SHARP). The program recognizes companies for a commitment to the safety and health of their employees.

Labor Commissioner Cherie Berry presented company officials with the SHARP flag and certificate at a ceremony at its Greensboro facility on Friday, June 19.

“You are impressive with the care you take with your patients ... and with each other,” Commissioner Berry said. “You have care and compassion for other people. I wish every company in North Carolina had that same compassion.”

The SHARP Award is designed for small to mid-size businesses. Companies that qualify for the award show that they have developed and maintained good safety programs for workers. To qualify for the program, injury and illness rates for the site must be below the national average for the industry, and NCDOL safety and health consultants must complete an assessment of the workplace. There are 146 general industry sites in the program throughout North Carolina.

Ball Dermpath is a private, physician-owned lab that specializes only in the laboratory processing and examination of skin, hair and nail specimens. Patient safety and client satisfaction have been the top priorities of Ball Dermpath since the lab opened in 2013. The founder, Russell A. Ball, M.D., has over 20 years of experience as a board certified dermatopathologist. Dr. Ball has worked in the Navy, at Rex Hospital in Raleigh, and previously served as the Chief of Dermatopathology at Greensboro Pathology. His partner, Dr. Kelly West, is an award-winning researcher who completed her fellowship in dermpath at Duke University and is also board certified in dermatopathology. In addition, most of the 18 staff members have worked together for over 12 years.

“We are grateful to receive this honor and to become the only pathology lab in the state to achieve this award,” Dr. Ball said. “The safety and health of our employees go hand-in-hand with the care we provide our patients every day.”



Labor Commissioner Cherie Berry presents to the SHARP certificate to Ball Dermpath employees. From left to right: Russell Ball, M.D.; Commissioner Berry; Reid Hart; and Kelly West, M.D., Ph.D.

On-Farm Training in Sampson County

By Regan Buchanan, Summer Intern
Agricultural Safety and Health Bureau

On June 10, 2015, more than 130 workers and growers attended a comprehensive safety and health training held by the NCDOL Agricultural Safety and Health Bureau in Sampson County. The training was hosted by Kenneth Fann of Fann Farms. The Farm Labor Practices Group sponsored the training.

In addition to the Agricultural Safety and Health Bureau, training providers included participants with the NCDOL Mine and Quarry Bureau, the USDOL Wage and Hour Division, the Office of Rural Health in the N.C. Department of Health and Human Services, the federal Equal Opportunity Commission, and East Carolina University's Agromedicine Institute's AgriSafe-NC Program.

Presenters covered a wide range of topics during the three-hour event, including hands-only CPR, heart attack prevention and first aid; field sanitation standards and heat stress prevention; tobacco harvester and baler safety; and federal labor laws applying to agriculture and concerning workplace retaliation and discrimination. The Agricultural Safety and Health staff distributed a variety of pamphlets, informing workers of the dangers of heat stroke, green tobacco sickness, and North Carolina's poisonous plants and animals.

About 30 growers and 100 farmworkers received the training. Training was provided in English and in Spanish. Groups with an average size of 25 people rotated around seven different stations from 9 a.m. until noon, and then lunch was provided by the Farm Labor Practices Group. Each group spent 20 minutes at a training station, and each session was interactive, with trainers answering questions as they arose. The first aid station was highly interactive. Each student practiced CPR on a mannequin.

Workers felt like they walked away with a better knowledge of field safety and health concerns. When asked about his favorite part of the training, one worker said, "I really liked learning CPR and practicing it on the mannequins. I learned a lot today." Others preferred the videos about heat stress and green tobacco sickness or the station dedicated to preventing discrimination in the workplace.

NCDOL initiated on-farm training sessions in 2008. The trainings have grown in attendance and partnerships every year. ASH is very proud to offer these training events to growers and workers, as recognition of a safety hazard is one of the best ways to prevent injuries in the workplace. The training event in Sampson County was the second of three events planned for the 2015 growing season. Mark Ross Farm in Martin County hosted the first event in early June, and Bennie Barham Farm in Wake County hosted the third in early July.

When asked why he thinks growers and workers should participate in on-farm trainings, ASH inspector Larry Watts said, "On-farm trainings are important because they provide on the job training about specific farming equipment. They're also important because they provide an opportunity for partnership with workers."

When asked the same question, ASH Bureau Chief Regina Cullen said, "On-farm trainings put all parties on the same team. Ultimately, everyone wants to prevent injuries and fatalities."

Farm operator and host Kent Fann mentioned, "On-farm training give participants an opportunity to have issues explained so there is no confusion as to what a regulation actually means. It's often confusing trying to make sense of them whether you are reading them in English or in Spanish."



Steve Franklin from the NCDOL Mine and Quarry Bureau times farmworkers practicing hands-only CPR.

Safety Awards Season Wraps Up

By Eursula Joyner, Safety Awards Coordinator

The N.C. Department of Labor concluded another successful safety awards season in June after presenting a record-setting 3,243 awards to workplaces for outstanding workplace safety and health achievements, including 98 Million Hour Awards earned by companies.

The program, which began in 1946, recognized the recipients at a series of 30 banquets across the state that more than 3,500 people attended.

Under program rules, recipients must be free of fatal accidents at the site. The gold award criteria are based on a DART rate—which includes days away from work, restriction or transfer—that is at least 50 percent below the industry rate. To receive a silver award, applicants must attain a days away from work incidence rate of at least 50 percent below the industry average. Million-hour awards are earned for 1 million employee hours worked, or multiples thereof, with no injuries or illnesses involving days away from work.

"We had another great safety awards season this year," Commissioner Berry said. "Many banquets saw record attendance, which shows how much these companies value workplace safety and health."

Participation in the program is voluntary. Interested companies may fill out the application request form at www.nclabor.com/osh/etta/safety_programs/safety_awards_mailing.htm. Applications will be sent in January to previous participants and people who have completed the request form.

Safety Award Highlights

20th Consecutive Year

City of Sanford, Beautification and Golf
Debbie's Staffing

21st Consecutive Year

City of Asheboro, Administrative
GE Aviation

22nd Consecutive Year

FMC, Lithium Division, Quality Control Department
HSM Solutions, Regional Sales Office
Lee County, Library System
Southern Industrial Constructors Inc. at GE
Wilmington

23rd Consecutive Year

Asheville Urological Associates Inc.
FMC, Lithium Division, Technology Department
New Hanover County, Information Technology

24th Consecutive Year

Curtiss-Wright Sensors and Controls,
Actuation Systems Division
Global Nuclear Fuels—Americas, Fuel
Component Operation (FCO)

25th Consecutive Year

Del-Mark Inc.
Fairfield Chair Co., Plant No. 1
Safety and Health Council of North Carolina,
Five Lakepointe Plaza
Vulcan Construction Materials LP, East Region,
Smith Grove Quarry

26th Consecutive Year

Clariant Corp., Monroe Road Charlotte Facility
Mohican Mills Inc., Tricot Knitting Plant

27th Consecutive Year

APAC-Atlantic Inc., Candor Sand Plant
Fayetteville Public Works Commission
High Valley Construction and Maintenance Corp.
New Hanover County, Human Resources Department
Town of Valdese, Administrative Department

28th Consecutive Year

Glen Raven Inc., Executive Offices

29th Consecutive Year

Liggett Group, Administrative Office
Syngenta Crop Protection LLC, Greensboro Facility
Town of Garner, Planning Department
New Hanover County, Finance Department

33rd Consecutive Year

R.J. Reynolds Tobacco Co.,
Research and Development

35th Consecutive Year

Liggett Group, Electric Shop

36th Consecutive Year

National Gypsum Co., Corporate Offices

37th Consecutive Year

Universal Spring Co.

39th Consecutive Year

ATI Specialty Materials, Monroe Plant

40th Consecutive Year

Louisiana Pacific, Roaring River

42nd Consecutive Year

APGI Yadkin

43rd Consecutive Year

Econo Oil Inc.

44th Consecutive Year

DAK Americas, Cape Fear Support Employees

48th Consecutive Year

Heritage Home Group, Lenoir Complex
Corporate Office

56th Consecutive Year

Heritage Home Group, Central Office

3 Million Hours

AdvancePierre Foods
APAC-Atlantic Inc., Thompson-Arthur Division
Cataler-North America
Corning Inc., Wilmington Plant
Flowsolve Corp. Inc., Raleigh
Global Nuclear Fuel—Americas, Fuel
Manufacturing Operation (FMO)

Kidde Fire Safety

Luxfer Gas Cylinders
M.J. Soffe LLC, Rowland Plant
Patheon Manufacturing Services LLC
RF Micro Devices
RGD Project Management Inc.
Sandoz Inc.
Unifi Manufacturing Inc., Plant 3

4 Million Hours

BorgWarner
Fayetteville Public Works Commission
Johnson Controls, Air System Components Inc.
Novartis Vaccines, Holly Springs Site
Patheon Manufacturing Services LLC

5 Million Hours

Certainteed Corp., Saint-Gobain
Louisiana Pacific, Roaring River
Novartis Vaccines, Holly Springs Site
Unifi Manufacturing Inc.

6 Million Hours

Altec Industries,
Creedmoor Manufacturing Division
Keihin Carolina System Technology LLC

7 Million Hours

Syngenta Biotechnology Inc.

8 Million Hours

Coty US LLC

9 Million Hours

Glen Raven Inc., Executive Office
Perdue Farms Inc., Lewiston Processing Plant

10 Million Hours

GE Hitachi Nuclear Energy,
Engineering and Support Services
Kidde Aerospace & Defense
Syngenta Crop Protection LLC

11 Million Hours

Corning Optical Communications,
Corporate Headquarters

Congratulations to All Our Safety Award Winners!

DEADLY Mistakes

By Steve Sykes
State Plan Coordinator

tow truck driver was killed when she was struck by a tractor trailer while preparing to load a vehicle onto a rollback car carrier.

Investigative Findings: The tow truck driver was responding to a call typical of the business. A motorist with a flat tire had called for roadside assistance. Unlike some roadways with wide shoulders off the road, the tow truck driver arrived on the scene to discover a portion of the stranded vehicle was still in the road because of a narrow shoulder. Nevertheless, the operator proceeded to try changing the flat tire only to discover that the tire could not be removed from the wheel because the lug nuts were the locking type.

The tow truck driver decided that she would have to tow the car to a service facility to address the flat tire. The victim was in the process of preparing the car for loading on the rollback car carrier when she was struck by a tractor trailer. The people who were occupants in the car with the flat tire were out of harm's way when the accident occurred.

A review of the police report confirmed that the victim was wearing an approved orange safety vest. Interviews also determined that the tow truck was parked with overhead amber lights, emergency flasher and additional white lights in the on position for this call for assistance after dark at about 10:30 p.m. The driver had also been properly trained as confirmed by specific training records.

Discussion: While the injury and illness rate in the towing industry is consistent with the national average rate for all industries, when accidents do occur, the results are often fatal. A tow truck operator works with heavy equipment and in environments where the potential of being struck by a vehicle in or near the roadway is possible. This can occur while preparing a stranded vehicle for

removal from the road or during other activity that exposes the tow truck driver to vehicles.

In North Carolina in the last 10 years, the N.C. Department of Labor has investigated four fatalities involving tow truck operators, and three of those have been within the last four years. Three deaths were as a result of the tow truck driver being struck by a vehicle, and one fatality occurred when a winch failed and a vehicle rolled over on the tow truck driver.

Recommendations:

- ✘ Drivers should move over one lane and reduce speed when approaching an emergency or service vehicle on the side of the road. North Carolina and many other states have a "move over" law that requires drivers to move over one lane or reduce their speed when approaching emergency and service vehicles such as tow trucks. However, public surveys have confirmed that most drivers are not aware of the "move over" law.
- ✘ Employees should be trained about all hazards associated with their job as part of an overall safety and health program.
- ✘ A work environment should be assessed to determine if there are any hazards present that would require the use of personal protective equipment (PPE).
- ✘ Employees should be trained in the use of appropriate PPE.
- ✘ Traffic incident management should comply with the Manual on Uniform Traffic Control Devices (MUTCD).
- ✘ Tow trucks responding to a traffic incident or a call from a stranded motorist should be equipped with appropriate emergency vehicle lighting and other safety equipment.



Q. *If I am scheduled to work less than five hours on any given day, is my employer required to pay me for at least five hours?*

A. No. If you are paid by the hour, your employer is only required to pay you for the hours actually worked. However, salaried nonexempt workers must be paid their normal weekly salary in any week in which they perform any work.

Q. *Is it required that each employee be given a certain amount of time for lunch and, if so, how much?*

A. Rest and meal breaks are not required by either state or federal wage and hour laws for employees who are at least 16 years of age. The N.C. Wage and Hour Act does require a 30-minute break for employees who are 14 or 15 years old after five consecutive hours of work. If an employer offers a meal break to employees for which he or she wants to exclude from work hours, this meal break must be at

least 30 minutes in length, and the employee must not perform any job duties during this period. An employer does not have to let its employees leave the employer's premises as long as the employee is completely relieved of duty during the break.



Carolina Star Safety Conference

Sept. 16-18, 2015

Joseph S. Koury Convention Center

Greensboro, N.C.

www.carolinastar.org



Bulletin Board

Mine and Quarry Training

Part 46 New Miner Training

Aug. 11, Castle Hayne
Aug. 24-26, Wake Forest
Sept. 21-23, Wake Forest
Oct. 19-21, Wake Forest

Part 46 Annual Refresher Training

Aug. 13, Castle Hayne
Aug. 27, Wake Forest
Sept. 24, Wake Forest
Oct. 22, Wake Forest

Part 48 New Miner Training

Aug. 10-12, Statesville
Oct. 6-8, Greensboro

Part 48 Annual Refresher Training

Aug. 13, Statesville
Oct. 5, Wake Forest
Oct. 5, Greensboro

First Aid Training

Aug. 12, Castle Hayne

To register for any of these classes,
call the Mine and Quarry Bureau at 919-807-2790.

10-Hour Construction Industry Awareness Course in Spanish

Sept. 1-2, Greenville

Click [here](#) for more information.

Oct. 28-29, Raleigh

Click [here](#) for more information.

This course provides a basic overview of the construction industry safety and health standards, 29 CFR 1926. The "Top Four" hazards (falls, electrical, struck by and caught in/between) will be included as part of the two-day training session.

Long Term Care Workshop

Sept. 15, Raleigh

Click [here](#) for more information.

Sept. 24, Charlotte

Click [here](#) for more information.

This one-day course provides an overview of safety and health hazards associated with the long term care industry. Topics to be discussed include the reason for special emphasis on long term care, examples of on-going related safety and health citations, bloodborne pathogens, tuberculosis, ergonomics, and slips, trips and falls.

10-Hour Construction Industry Awareness Course

Aug. 26-27, Jacksonville

Click [here](#) for more information.

This course is designed to help employers understand OSH regulatory requirements and also ensure employers and employees understand the requirements necessary in providing an acceptable safety and health program for the workplace. This course provides a basic overview of the construction industry safety and health standards, 29 CFR 1926.

Western North Carolina Safety and Health Conference

Nov. 2-4, Asheville

www.wncsafetyschool.com

10-Hour General Industry Awareness Course

Sept. 23-24, Jacksonville

Click [here](#) for more information.

This course is designed to help employers understand OSH regulatory requirements and also ensure employers and employees understand the requirements necessary in providing an acceptable safety and health program for the workplace. This course provides a basic overview of the general industry safety and health standards, 29 CFR 1910.

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