



N.C. Department of Labor

Cherie Berry, Commissioner

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LEDGER

## NCDOL Celebrates Gold Star Growers

By Neal O'Briant  
Public Information Officer

More than 150 people gathered in the Gov. James G. Martin Building at the State Fairgrounds on Feb. 4 for the Agricultural Safety and Health Bureau's 21st Annual Gold Star Grower Luncheon. ASH Bureau staff established this event to recognize those growers who exceed the standards for migrant housing.

In addition to their housing being 100 percent in compliance at the time of the preoccupancy inspection, last year's 268 Gold Star recipients voluntarily improved their farmworker housing beyond the minimum requirements. Some examples of ways the growers improved their housing include adding items such as air conditioning, additional refrigerators, extra bathroom showers and recreation areas. The bureau has held the luncheon in recent years in conjunction with the Southern Farm Show at the fairgrounds so that attendees can make the most of their visit to Raleigh.

Agriculture Commissioner Steve Troxler spoke to the growers about the importance of safety. He recounted how the Forest Service under his department had experienced a fatal injury the previous year.

"I would encourage you to think about safety," Commissioner Troxler said, "because it is a terrible thing when you have to deal with loss, especially loss of life."

Jenny Fulton, co-founder of Miss Jenny's Pickles in Forsyth County, gave the keynote speech: "Building a Delicious Business." Fulton's enthusiasm for her pickles is contagious. She talked about how she and Ashley Furr launched a new career making modern-day pickles with an old-fashioned taste. The partners have grown the business from making their pickles in a church kitchen to shipping them internationally to Canada, China, the United Kingdom and other countries. There are 2,000 stores that carry Miss Jenny's Pickles.



Gene Parker receives the Best Maintained Housing Award from Labor Commissioner Cherie Berry and ASH inspector Alan Fortner.



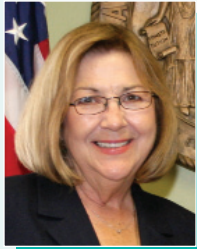
Tommy Ellington receives the Hudler Workplace Safety Training Award from Labor Commissioner Cherie Berry and Ron Wright of RJR Tobacco.

Fulton encouraged everyone to take advantage of opportunities such as those offered by the North Carolina Specialty Foods Association in the state's Department of Agriculture.

"We have the best agriculture department in the entire country," Fulton said. "Take advantage of the resources that you have right here. I travel all over the world, and nobody helps anybody more than the North Carolina Department of Agriculture and the Department of Labor."

Labor Commissioner Cherie Berry welcomed the Gold Star recipients as the "best of the best." She recognized them for their dedication to promoting safety and health on their farms and beyond. Commissioner Berry also thanked the ones who had participated in filming of the bureau's safety videos on their farms.

"I am so grateful to be here today with all of our partners who have helped us with our safety videos," Commissioner Berry said. "Thank you all for helping us produce and distribute those videos because we firmly believe in education and training. You cannot educate and train too much. You need to do it all the time. What's the biggest danger to all of us as far as safety and health? That would be complacency. ... Accidents happen when we are complacent. We like to be as proactive



## From Labor Commissioner Cherie Berry

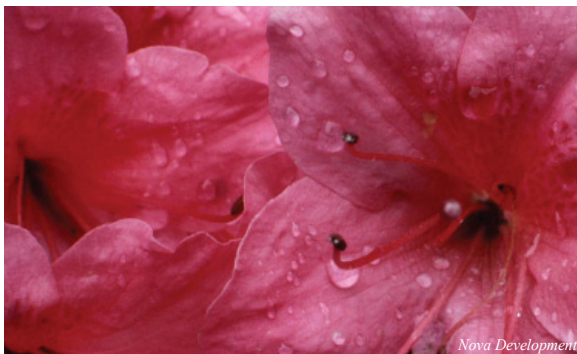
*Safety awards season has officially begun. Lincolnton hosted the first safety award banquet on March 31. In three short months, I'll attend 30 banquets across the state, from Asheville to Ahsokie.*

*Last year we presented a total of 2,997 gold and silver safety awards, which was a milestone for us. I'm hoping to break the 3,000 mark this year.*

*Please take a look at the schedule of banquets on page 6. Attending the safety awards banquets is one of the highlights of my job. I love meeting with people at the banquets. They let me know what is working for them and their companies. I am happy to help recognize them for their successful safety and health programs and to encourage them to share their successes with their peers.*

*The first safety schools of the year take place in April. The complete schedule for 2015 is available on our website at [www.nclabor.com/osha/etta/safetyschools.pdf](http://www.nclabor.com/osha/etta/safetyschools.pdf). They're another great opportunity for learning from others and sharing your own safety success stories.*

*Cherie Berry*



*Nova Development*



**Cherie Berry**

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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](http://www.nclabor.com/osha/consult/sharp_sites.pdf).*



### Safety and Health Achievement Recognition Program (SHARP) Award

Sonoco Recycling Inc., Charlotte

Ball Dermpath PA, Greensboro



### Carolina Star

Nucor Steel Hertford County, Cofield (recertification)

Caterpillar Inc., Sanford (recertification)

Cintas Corp., Location #200, Charlotte (recertification)



### Public Sector Star

Mecklenburg County, Park and Recreation Department, Charlotte (recertification)



*Nova Development*

*Spring  
into  
Safety!*



# NCDOL Celebrates Gold Star Growers

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as we possibly can be at your Department of Labor in helping you have the safest and most healthy work environment you can possibly have.”

The bureau recognized four growers with special awards. Gene Parker of Gene Parker Farms in Robeson County received the Best Maintained Housing Award. There were two awards given for Exceptional Migrant Housing. They went to Jerome and Diane Vick of Vick Family Farms in Nash County and Miles and Bonnie Jackson of Blue View Inc. in Sampson County.

Ron Wright of RJR Tobacco helped announce the recipient of the Ronald Frederick Hudler Workplace Safety Training Award. The bureau created the award in 2009 to honor the memory of Ron Hudler, former chairman of the department’s Agricultural Safety and Health Advisory Committee. Tommy Ellington of Ellington Farms LLC received the award. Ellington hosted an ASH three-hour training session on his farm in Vance County in June 2014 for 100 growers.



*Bonnie Jackson receives one of the awards for Exceptional Migrant Housing from Labor Commissioner Cherie Berry and ASH inspector Drew Long.*



*Linwood Vick receives one of the awards for Exceptional Migrant Housing from Labor Commissioner Cherie Berry and ASH inspector Drew Long on behalf of his parents, Jerome and Diane Vick.*

“In his tobacco production, you can look at the quality product that he brings into the station,” Wright said. “When you leave there and go onto his farm ... you notice right away that Tommy and his group that works on that farm take a great deal of pride in ensuring the presentation of that farm and that safety is put forward and made number one on that farm. And we really do appreciate that.”

Viewing a short clip from the ASH Bureau’s latest video was another highlight of the luncheon. Alan Johnson of Meadowbrook Insurance introduced the preview. The new video will help Christmas tree growers train their workers about safety.

The growers who received Gold Stars for two consecutive years and attended the luncheon are eligible to conduct their own housing inspections this year. They still must comply with the notification requirements of the Migrant Housing Act and have the local health department inspect and approve the water and septic systems.

## Rodgers Builders Earns SHARP Construction

*By Carl Weatherington, Safety Consultant II*

The N.C. Department of Labor recently certified Rodgers Builders as a participant in the Safety and Health Achievement Recognition Program (SHARP) for Construction. 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 in Southport on Wednesday, Jan. 28.

“I congratulate everyone at Rodgers Builders for achieving SHARP status,” Commissioner Berry said. “Your company is a leader in safety and health—one of just five SHARP Construction companies in North Carolina.”

SHARP Construction is designed to recognize and award construction sector employers in North Carolina for their superior leadership in occupational safety and health management at a specific site. The participants in the program are successful in protecting their employees and subcontractors from death, injury and illness by implementing a comprehensive and effective safety and health management system.



*Employees of Rodgers Builders and the N.C. Department of Labor display the SHARP flag.*

*continued on page 4*

# Rodgers Builders Earns SHARP Construction

continued from page 3

Rodgers Builders is the general contractor for the construction of Doshier Memorial Hospital's new J. Arthur Doshier Inpatient Care Facility in Southport. The facility will feature 25 private medical and surgical inpatients rooms offering a higher level of privacy, technology, and security for patients and their families. The project is expected to take about 13 months to complete. A total of 12,000 square feet of the hospital will be renovated, and an additional 6,000 square feet will be added to the inpatient facility. Work began in April 2014.

"We are very proud that the Doshier project team has worked nearly 70,000 hours with no lost time due to injuries or illness," said Pat Rodgers, president and CEO of Rodgers. "Our goal is that every person working on this project goes home safely to their families at the end of every workday."

Rodgers Builders, based in Charlotte since its founding in 1963, also has offices in Raleigh and in Greenville, South Carolina. Rodgers has been nationally ranked among the top Construction Management-at-Risk firms by *Engineering News Record*, among the Top 10 National Healthcare General Contractors by *Modern Healthcare*, and 2013 Contractor of the Year by *ENR Southeast*.

## Stopping Falls, Saving Lives

### 2015 National Safety Stand-Down to Reach Workers Worldwide

Over the last 10 years, more than 3,500 workers have died from falls across the U.S. In fact, falls remain the leading cause of death in construction, accounting for more than a third of deaths in the industry. If you're involved in construction or any other high-risk industry, you may be familiar with these numbers. But what you might not know is that there's a growing safety movement that focuses on saving the lives of workers through fall prevention education.

Last year marked the first National Safety Stand-Down for fall prevention in construction, a combined effort from federal OSHA and state plan OSHA programs, the National Institute for Occupational Safety and Health (NIOSH), and the Center for Construction Research and Training (CPWR). During the stand-down, employers and workers paused their workday to focus on preventing falls through talks, demonstrations and trainings.

The stand-down was a tremendous success, reaching more than 1 million workers and thousands of employers. Almost 5,000 stand-downs were reported in all 50 states and internationally. OSHA's Harwood grantees also trained more than 105,000 workers and employers on fall hazards during the event. Small businesses, large corporations and some of the country's biggest construction companies stopped their work to dedicate time to fall safety. Because falls can happen anywhere and anytime, costing workers and employers their livelihood, participation was not limited to the construction industry. Nearly 15 percent of the National Safety Stand-Down certificates were given to non-construction employers. In fact, the largest single participant was the United States Air Force, reaching approximately 650,000 active duty, civilian and reserve service men and women.

Due to the success of the 2014 program, this year's National Safety Stand-Down has been extended to two weeks. The goal is to have over 3 million workers participate in over 20,000 stand-downs from May 4 to 15, 2015. As the economy continues to grow and the full construction season begins, we hope the stand-down will remind employers and workers that fall prevention is an important part of every workplace safety plan.

The N.C. Department of Labor's Occupational Safety and Health Division has planned many activities for the second annual National Safety Stand-Down to prevent falls in construction.

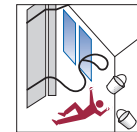
"We encourage employers and workers to pause their workday for training in fall prevention," said Marcy Collyer, training supervisor with the OSH Division's Education, Training and Technical Assistance Bureau.

As part of the National Safety Stand-Down, the OSH Division will be hosting various webinars related to fall prevention. Please check out the topics on the **training calendar**. You can also request on-site fall prevention awareness training anytime through the division's **Speakers Bureau**.

Employers and workers all over the nation are encouraged to pause in their workday to talk about fall prevention in construction, and dedicate themselves yet again to the safety of this nation's most valuable resource: workers.

To learn more about the National Safety Stand-Down, get information on how to conduct a successful event, resources for employees and workers, receive a certificate of participation, and the latest news, visit [www.osha.gov/StopFallsStandDown](http://www.osha.gov/StopFallsStandDown).

## FALL PROTECTION



- Identify all potential tripping and fall hazards before work starts.
- Look for fall hazards such as unprotected floor openings/edges, shafts, skylights, stairwells and roof openings/edges.
- Inspect fall protection equipment for defects before use.
- Select, wear and use fall protection equipment appropriate for the task.
- Inspect, secure and stabilize all ladders before climbing them.

OSHA



- Never stand on the top rung/step of a step ladder.
- Use handrails when you go up or down stairs.
- Practice good housekeeping. Keep cords, welding leads and air hoses out of walkways or adjacent work areas.



Adapted from OSHA Quick Card 3257-11R-05, U.S. Department of Labor.



Cherie Berry, Commissioner of Labor

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# DEADLY Mistakes

By Steve Sykes  
State Plan Coordinator

was injured when a cart loaded with zinc blocks tipped over and landed on his foot. The victim subsequently died on Feb. 18, 2013, as a result of his injuries.

**Investigative Findings:** The furnace tender was responsible for maintaining a supply of zinc blocks that were used in the manufacturing of security locks and systems. Once the blocks are produced, they are bundled together in 2,000 pound loads and moved by the furnace tender to a work staging area. Two pallets of bundled zinc are usually required to be maintained in the staging area. At the time of the accident, the furnace tender was working to get a third bundle to the staging area.

Normally a forklift is utilized to move the bundles of zinc. On the day of the accident, the victim decided to use a mobile die cart to move a bundle. The furnace tender had secured the assistance of a co-worker to assist him in moving the cart. As the two pushed and pulled the cart, the wheels bound up in the expansion joint of the concrete floor causing the cart to tumble over, striking the victim.

The investigation did not determine why the victim/furnace tender chose to use the cart, since it had more difficulty navigating the expansion joints in the concrete floor. Employee interviews confirmed that the company instructed workers to use a forklift when moving the bundles of zinc and no one ever remembers seeing the victim use anything other than a forklift. It was also never determined why the furnace tender was securing a third bundle of zinc when only two were required at a time in the work staging area.

The expansion joints in the concrete had not been identified as a hazard by any employees or managers who walked the area daily. A procedure was in place to report any unsafe conditions including issues with the floor.

**Discussion:** This incident, which ultimately resulted in the death of an employee, highlights some specific reporting requirements under 1904.39. At the time of this accident, the hospitalization of one employee would not have required the employer to report the event to NCDOL. However, under the new reporting requirements that went into effect on Jan. 1, 2015, the hospitalization of one or more employees requires the employer to report to NCDOL within 24 hours. In both the old and new reporting requirements, an employer is only required to report a fatality if the fatality occurs within 30 days of the work-related incident. Also under the new rule, if the injury to the victim's foot had resulted in an amputation, a report would have been required to be made to NCDOL within 24 hours of the event.

## Recommendations:

- ☠ Perform a complete inspection of walking and working surfaces.
- ☠ Place a notice on equipment that should not be used for certain tasks.
- ☠ Establish job procedures that prohibit certain unsafe activity.
- ☠ If new operations are initiated, observe activity to make sure no safety hazards have been created by the change in work practices.



**Q:** My company plans to hire some teenage workers for the summer. Who is required to have a youth employment certificate, and where can I find a list of jobs that are prohibited for youths to work?

**A:** Youth employment certificates are generally required for youths under 18. The N.C. Department of Labor's website allows youths and their employers to fill out and submit the youth employment certificates online. Go to [www.nclabor.com/wh/youth\\_instructions.htm](http://www.nclabor.com/wh/youth_instructions.htm) for instructions and to begin the process.

Governmental, agricultural and domestic employers are exempt from the North Carolina youth employment provisions, including the requirement to obtain a North Carolina work permit for youths under 18.

Completed and signed certificates must be given to the employer on or before the first day of work. The employer must verify the youth's age, proposed job duties and any restrictions noted on the certificate. The certificate must be maintained by the employer for two years after employment ends or until age 20, as appropriate.

Laws were enacted to ensure that young people work in jobs that do not jeopardize their health, well-being or educational opportunities. Except for governmental, agricultural and domestic employers, the North Carolina youth employment provisions generally apply to all employers doing business in the state, regardless of size or number of employees. Youths under 18 are not allowed to be employed in occupations considered hazardous or detrimental. For a list of these occupations or for more information, visit our website at [www.nclabor.com/wh/fact%20sheets/joint\\_state\\_fed.htm](http://www.nclabor.com/wh/fact%20sheets/joint_state_fed.htm). This page also details the limits on hours worked for youths and the employment of youths at establishments with on-premises ABC permits.

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# 2015 Safety Award Banquet Schedule

*The following safety award banquets are scheduled for March, April, May and June.*

*For more information about the Safety Awards Program, contact Eursula Joyner at 919-807-2908 or [eursula.joyner@labor.nc.gov](mailto:eursula.joyner@labor.nc.gov).*

<b>Date</b>	<b>Time</b>	<b>Location</b>	<b>Presentation</b>
Tuesday, March 31	7 p.m.	Lincolnton Cultural Center	Lincolnton
Tuesday, April 14	6 p.m.	LeGrand Center	Shelby
Thursday, April 16	noon	Mebane Arts and Community Center	Alamance
Tuesday, April 21	noon	Willow Springs Country Club	Wilson
Thursday, April 23	noon	South Piedmont Community College	Monroe
Friday, April 24	noon	Embassy Suites	Charlotte
Monday, April 27	6 p.m.	Oliver's	Wadesboro
Wednesday, April 29	noon	AVS Banquet Center	Asheboro
Thursday, April 30	6:30 p.m.	Ahoskie Inn	Ahoskie
Wednesday, May 6	noon	Lane Tree Country Club	Goldsboro
Thursday, May 7	noon	Castle McCulloch (Jamestown)	High Point
Tuesday, May 12	6 p.m.	Rock Springs Events Center	Greenville
Monday, May 18	noon	Stanly Regional Medical Center	Albemarle
Tuesday, May 19	6 p.m.	Morganton Community House	Morganton
Wednesday, May 20	noon	Ramada Inn	Statesville
Thursday, May 21	6 p.m.	Old Country Club Steakhouse	Roxboro
Wednesday, May 27	6 p.m.	Wilmington Community College North Campus	Wilmington
Thursday, May 28	6:30 p.m.	Four Season's Restaurant and Event Centre	Rocky Mount
Friday, May 29	noon	Crabtree Marriott	Raleigh
Tuesday, June 2	6 p.m.	Adelio's Restaurant	Lumberton
Wednesday, June 3	noon	Olivia's Catering	Kinston
Friday, June 5	noon	J. Smith YMCA	Lexington
Tuesday, June 9	6 p.m.	Expo Center	Clinton
Thursday, June 11	noon	The Village Shopping Center	Concord
Tuesday, June 16	6 p.m.	Gastonia Country Club	Gastonia
Thursday, June 18	11:30 a.m.	Pfizer	Sanford
Thursday, June 18	6 p.m.	Vance-Granville Community College	Oxford
Tuesday, June 23	6 p.m.	Asheville Biltmore Park Hilton	Asheville
Thursday, June 25	6 p.m.	Crown Plaza	Hickory
Friday, June 26	noon	Cross Creek Country Club	Mount Airy



# Bulletin Board

## Mine and Quarry Training

### Part 46 New Miner Training

April 14, Greensboro  
April 20-22, Wake Forest

### Part 46 Annual Refresher Training

April 16, Greensboro  
April 23, Wake Forest

### Part 48 New Miner Training

April 13-15, Wake Forest

### Part 48 Annual Refresher Training

April 16, Wake Forest

### First Aid Training

April 15, Greensboro

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

## Charlotte Regional Safety and Health Conference

April 16-17, Charlotte

[www.charlottesafetyschool.com](http://www.charlottesafetyschool.com)

## Eastern Carolina Safety and Health School

April 16-17, New Bern

[www.ecshs.com](http://www.ecshs.com)

## 85th Annual N.C. Statewide Safety Conference

May 12-14, Greensboro

<http://ncsafetyconference.com>

## 10-Hour General Industry Awareness Course

May 19-20, Asheville

*Click [here](#) for more information.  
This course provides a basic overview of the  
general industry safety and health standards, 29 CFR 1910.*

## OSH Webinar Courses

Visit the OSH Training Schedule Calendar [here](#) to view upcoming Internet training and other safety courses. Upcoming webinar topics include fall protection, scaffolding, struck by/caught between, and stairways and ladders. Check the calendar for new courses being added soon.

## 10-Hour Construction Industry Awareness Course in Spanish

June 10-11, Castle Hayne

*Click [here](#) for more information.  
This course provides a basic overview of the construction industry  
safety and health standards, 29 CFR 1926. The "Big Four"  
hazards (falls, electrical, struck by and caught in/between)  
will be included as part of the two-day training session.*

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