



N.C. Department of Labor

Cherie Berry, Commissioner

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LEDGER

Buckner Dedicates Ironworker Training Center

By Neal O'Briant

Public Information Officer

Eddie Williams had a dream. As chairman of Buckner Companies, he saw a need to train the next generation of ironworkers. Unlike many people, though, when Eddie Williams envisions a project, he follows through to make sure it happens.

Around 45 years ago, Eddie Williams met with leaders of four other steel erectors and a fabricator to form an association for the Carolinas. He became the first president of the Steel Erector's Association of the Carolinas. The organization eventually grew, with members from other states wanting to join, until finally emerging as a national organization known as the Steel Erectors Association of America (SEAA) in 1992.

On Oct. 26, 2015, Buckner Companies held a topping out celebration for its new Ironworker Training Tower at the company's headquarters near Graham. The training tower will primarily be used by Buckner, but other SEAA members will also be able to use it.

"This tower is a joint project between Buckner and SEAA, and it will be available for any SEAA members to come on a scheduled basis and train their people on this tower," Eddie Williams said. "Buckner and SEAA have recognized that skilled craftspeople are aging out; so we must make a real effort to attract and recruit young apprentices to our trade."

Doug Williams, Eddie's son, now serves as president of Buckner Companies. He welcomed the attendees to the topping out celebration.

"Many people in our industry stew about the fact that new people are not joining our industry," Doug Williams said, "but at Buckner we are well on our way to breaking that trend. We are quite pleased with the progress we have made over the last five years at bringing new, young, talented people ... to our company. In keeping with our mission statement and our economic and community cultures, we have charted a course and achieved goals that ensure our destination ... will attract, develop and train the ironworker generations ahead."

One example of Buckner's support for training future generations of ironworkers is its apprenticeship program. The three-year program combines 6,000 on-the-job hours with 580 hours of classroom instruction to ensure that apprentices gain the skills and knowledge necessary to succeed as craftworkers in the industry.

"The Buckner Ironworker Training Tower adds an incredible hands-on teaching tool that will serve to benefit the Buckner Apprenticeship Program and the development of a future generation of ironworkers," said Kevin Leonard, Buckner training director.

While the training tower was Eddie Williams' dream, he had lots of help from friends in the industry to make it become reality. Jack Metcalf and the John Metcalf Co. generously donated the detailing and provided shop and erection drawings. CMC-South Carolina donated the structural steel and fabrication. Vulcraft donated the joist and deck. Steel Fab of Virginia donated a beam and clips to support welding and welder training.

Indusco and Hanes Supply provided various tools and rigging supplies. Steve McDaniels Engineering provided foundation engineering and drawings. Romeo Guest Construction provided foundation construction and the installation of anchor bolts. Chandler Concrete donated the concrete for the foundation.



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Kevin Leonard, Buckner training director, makes the connection for the beam. In construction, topping out ceremonies are held to celebrate the placement of the last beam atop a structure. Traditionally, a small tree or leafy branch is attached to the beam, and workers and dignitaries sign the beam before it is put in place.

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From Labor Commissioner Cherie Berry

I had the pleasure of attending the 19th Annual Carolina Star Safety Conference for two days in September. On my first day, I observed the Network Central booth displays, where teams of participants shared ideas and best safe work practices with one another. This exercise allowed conference attendees to visit the booths and learn about the message that the teams delivered. The conference is just one way the Carolina Star Program helps companies excel by using flexible and creative strategies that go beyond the basic OSHA requirements to provide the best feasible safety and health protection for their employees.

The new Ironworker Training Tower at the Buckner Companies near Graham is another example of innovation in our state. This facility will equip the next generation of ironworkers with the knowledge and skill to perform their jobs safely. I want to thank Eddie Williams of Buckner Companies and all of the other companies that have helped to make his vision of this training tower a reality.

According to data released in late October by the U.S. Bureau of Labor Statistics, our state's injury and illness rate remained at a record low in 2014. The rate of 2.7 injuries per 100 private industry workers places us as one of 14 states plus the District of Columbia with a rate statistically less than the national average of 3.2.

The record low injury and illness rate is a credit to the employers and employees of our state. Safety is being embraced by management as well as those on the front lines who are performing the state's most dangerous work.

Working together, we can continue to improve the safety and health of North Carolina's workers. Thank you for all you do to make safety a priority.

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/osh/consult/sharp_sites.pdf.



Safety and Health Achievement Recognition Program (SHARP)

Town of Pineville Public Works, Pineville



Carolina Star

The Timken Co., Shiloh Plant, Rutherfordton

Cintas Corp., Location #45, Greensboro

Monsanto Co. RTP, Research Triangle Park (recertification)



Rising Star

Edgecombe Genco LLC, Battleboro

OPW Retail Fueling, Smithfield



*Happy
Thanksgiving*

Nova Development

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Buckner Dedicates Ironworker Training Center

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The tower comprises all of the same connection details and challenges that today's typical structural steel projects contain along with bar joist and decking. The tower will be taken down and re-erected by various classes of ironworkers alongside training staff, journeyworker ironworkers and superintendents.

"North Carolina does tend to lead the nation in injury and illness rates as being one of the best," said Robby Jones, bureau chief for the OSH Division's Compliance West Bureau. "Buckner has always been one of the leaders. Mr. Williams has always been a leader in safety ever since I've been with OSH. ... It's appreciated for all the employees who are not here today but who will be here in the future and won't end up being a statistic."

Robby Jones, bureau chief for Compliance West, and other participants sign the beam for the topping out celebration.



NCDOL Photo Library

Carolina Star Safety Conference a Success

By LaMont Smith, Recognition Program Manager

The 19th Annual Carolina Star Safety Conference took place at the Joseph S. Koury Convention Center in Greensboro on Sept. 16-18. The theme of the conference was "Living the Safety Life."

More than 700 participants from across the state attended the conference, including a variety of vendors and speakers at the event. Opening day for conference activity began with preconference workshops designed to encourage the growth of the N.C. Department of Labor's Star Program. The preconference workshops included topics that focused on the Star application and evaluation process. In addition, there were preconference workshops to assist current participants with preparing their Annual Star Report and other topics to assist all participants with OSHA recordkeeping.

As the day progressed, the conference transitioned into the general session, where keynote speaker Robert "Bob" McCall energized the audience with his engaging presentation primarily focusing on the responsibilities of leaders in the workplace. McCall challenged all leadership personnel to make a difference by actively supporting employee participation in workplace safety related activities. Bob's motto is "Make a difference everywhere you go."

The Carolina Star Safety Conference provided the participants with many opportunities to network and discuss safe work practices. There were several breakout session topics that concentrated on the safety awareness, prevention and preparedness. In addition, other breakout sessions focused on safety leadership and best safety practices. Conference participants indicated that they enjoyed the opportunity to share safety ideas and perspectives with employees from other companies.

There are six regional teams that share in the responsibility of the conference activities. The designated co-team leaders from each of the six regional teams include Roxxanne Bailey, Duke Energy; Hal Bates, Glen Raven, Technical Fabrics; Brooke Beckett, Syngenta; Tony Byrum, Nucor Steel; Bonnie Carson, WSACC; Leif Fitzpatrick, Mecklenburg County Park and Recreation; Brett Houser, Georgia Pacific, Asheboro; Michael Johnston, General Electric, Hitachi Nuclear Energy; Brian Melton, Celanese; Charles Phillips, Butterball; and Barry Scarbrough, City of Greensboro, Water Resources.

The Carolina Star Board of Directors recognized the team representatives for their leadership roles as co-team leaders. Aside from coordinating workshops and breakout sessions, each regional team leader and their respective teams are responsible for actively participating in Network Central. Network Central is a booth that actively involves the team participation in sharing best safety practices.

To add to the excitement of Network Central, each team is competing to be recognized as the competition winner or at least place second or third. Each of the six booth displays were judged based on two categories: (1) originality and creativity of the display and (2) the content of the safety related information provided.

The winning team for 2015 was the Northeast team, while the West and North teams finished second and third, respectively. While the friendly competition brings about the energy and spirit involved, the overall message being delivered is what establishes the real importance and purpose of Network Central.



NCDOL Photo Library

Members of the Northeast team show Labor Commissioner Cherie Berry their winning Lucky Star Carnival booth. From left to right, Jessica Foster, Southern Industrial Constructors—RTP; Commissioner Berry; Matt Williams, John Deere Turf Care; Zada Barnes, John Deere Turf Care; and Reuel Lee, Sonoco Recycling. See additional photos of Network Central booths on page 8.

Carolina Star Safety Conference a Success

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As a result, each of the six regional teams were able to provide the attendees with an impactful safety message that pertained to the Network Central theme “Were You Safe Today, or Just Lucky?”

Guest speaker Jeff Bruening, global EHS coordinator with Huntsman International, spoke candidly about how he got started in the field of safety. Bruening provided the audience with tips for ensuring that their safety journey adds value, strives to be the best of the best, and ensures that they learn along the way.

In addition, guest speaker Robert E. Dubose Jr., director of health, safety and environmental of Mundy Company, provided an eloquent presentation that focused on improving organizational efficiency and effectiveness. The overall objective of Dubose’s presentation was to provide the conference attendees with strategies for improving the coordination and control of the organizational safety system.

During the closing session of the conference, Allen McNeely, deputy commissioner/director of the N.C. Department of Labor’s Occupational Safety and Health Division, spoke to the participants about the new requirements for reporting severe work-related injuries to the N.C. Department of Labor and the challenges that the agency faces with the increase in investigations and inspections.

McNeely went on to say that OSH will screen all hospitalizations and amputations to make sure that resources are utilized effectively and efficiently by going to worksites that need our immediate attention. He proceeded by speaking about the importance of making a difference. McNeely spoke about his first-hand experience visiting a Carolina Star site in the summer of 2015. He continued by summarizing his experience as one that further indicates that worksites that are proactive in safety make a difference in the state of North Carolina.

Labor Commissioner Cherie Berry closed the conference with an inspirational speech about what safety means to her and the importance of returning home safely from work and being able to spend time with family.

The 2016 Annual Carolina Star Safety Conference is scheduled for Sept. 14-16 at the Joseph S. Koury Convention Center in Greensboro.

Labor Department Presents Safety Awards to Vulcan Materials

By Eursula Joyner, Safety Awards Coordinator

The N.C. Department of Labor honored Vulcan Materials Co. with safety awards at the company’s safety conference in Winston-Salem on Thursday, Oct. 29. Labor Commissioner Cherie Berry presented a total of 19 gold awards to Vulcan for both large and small quarry operations and sales yards located in North Carolina. Safety achievements ranged from two consecutive years at some facilities to 25 years. The top award was presented to Vulcan’s Smith Grove Quarry for an impressive 25 years.

“A safety award shows employees and the community that you are committed to a safe work environment,”

Commissioner Berry said. “A good safety record is something to be proud of, and businesses deserve to be recognized for their efforts.”

The awards honor outstanding on-the-job safety achievements of each division during 2014. Under program rules, companies must have been free of fatal accidents at the site for which the award is given to be eligible. The gold award criteria are based on a DART rate that is at least 50 percent below the statewide rate for its industry. The rate includes cases of days away from work, restricted activity or job transfer.

“Vulcan’s breadth and depth of safety performance speak loudly on the priority they and their employees put on safety,” Commissioner Berry said. “You can tell by the number of facilities being recognized and how long they have been demonstrating exemplary safety performance that Vulcan is a leader in its industry and sets a great example for all companies in N.C.”

“Our division has a rich tradition of leading the company and the quarry industry in safety performance,” said Wayne Hemmerich, Vulcan’s Mideast Division manager of safety and health. “Our goal is to provide a quality work environment so our employees can return home safe and healthy each and every day.”

Adding to the those comments, Martin Thorpe, Vulcan’s North Carolina vice-president and general manager, stated, “Records like the ones recognized with these awards are measured in days but are built by the minute, and I am so proud of the level of attention to safety demonstrated by our employees. We are a natural resource based company, but our most important resource is our people.”

Vulcan is the nation’s largest producer of construction aggregates (crushed stone and sand and gravel). For more information on Vulcan Materials, see www.vulcanmaterials.com.

More information on the Labor Department’s Safety Awards Program is available on the Labor Department’s website at www.nclabor.com/osh/etta/safety_programs/safety_award.htm or by emailing Eursula Joyner at eursula.joyner@labor.nc.gov.



Photo courtesy of Vulcan Materials

Labor Commissioner Cherie Berry congratulates the representatives from Vulcan Materials sites across North Carolina as they display their safety awards.

EnviroVac Holdings Recertified as Carolina Star

By Ron Ellis, Industrial Hygiene/Star Program Consultant

The N.C. Department of Labor recently recognized the employees of EnviroVac Holdings LLC for successfully achieving their first Carolina Star recertification. Carolina Star Recognition Program Manager LaMont Smith attended their ceremony on Oct. 29 at the PotashCorp facility in Aurora to present company officials with a letter of congratulations from Labor Commissioner Cherie Berry and the acrylic star award. EnviroVac Holdings has been an on-site contractor with 22 employees for PotashCorp in Aurora since 2003.

The Carolina Star is the most prestigious safety recognition given by the N.C. Department of Labor. Companies that achieve Carolina Star have exemplary workplace occupational safety and health programs. At present, there are 151 Carolina Star companies across North Carolina.

EnviroVac Holdings LLC became a Carolina Star company in 2012 as a “Star Within a Star” as PotashCorp is also a Carolina Star company.

“Thank you for your commitment to safety and health excellence,” Smith said. “The North Carolina Department of Labor values its partnership with EnviroVac. We consider all of you family and look forward to a long term cooperative relationship with your worksite.”

EnviroVac Holdings performs hydroblasting, abrasive blasting and vacuum truck operations at various jobsites throughout the PotashCorp facility. Kevin Jackson is the founder/president and CEO of the company. Jackson spoke passionately about his desire to provide quality customer service while maintaining a safe work environment for all employees within the EnviroVac organization. He expressed his sincere appreciation to PotashCorp for their mentoring, support and collaborative effort to promote safe work practices at the worksite.

EnviroVac Holdings is a premier provider of industrial cleaning, environmental services and on-site maintenance support programs. Its corporate office is located in Savannah, Georgia, and the company has 11 other locations throughout the southeastern United States. EnviroVac Holdings became the first industrial cleaning company in the United States to achieve Star/VPP status and was recently recognized as Liberty Mutual Safety Contractor of the Year.



EnviroVac Holdings employees display the Carolina Star flag and acrylic star during the company's recertification celebration at PotashCorp in Aurora.



Calling All **MESH** Grads!

The MESH Certificate Program turns 20 in 2016! To help us celebrate this special anniversary, we'd like to ask a small favor of you.

Tell us what MESH means to you. How has it helped your career? Over the next few weeks, we will be collecting short videos that you shoot on your mobile device of choice. We will then combine the best of them into one big Happy Anniversary Video MESHage!

Here's how it works, and it's super simple:

- Shoot a Happy Anniversary message with your mobile device (10-15 seconds maximum) – nothing fancy, just you or your colleagues and the camera wherever and whenever you choose. **Please shoot the video with your camera held horizontally** (on its side) rather than vertically (straight up and down). This will ensure that it fits appropriately alongside all the other videos.
- Email your video to mesh_certificate@ncsu.edu by **January 31, 2016**. That's it. We'll take care of the rest.

The final video will be presented at the launch of our anniversary celebration in early March and may be shared on various websites and social media. Get creative!



Designed by NC State IES, 2015

We're counting on you!
Thanks for participating!

DEADLY Mistakes

By Steve Sykes
State Plan Coordinator

fell 22 feet to the ground through a hole in the roof of a commercial building. He died from his injuries Nov. 3, 2014.

Investigative Findings: Roof curbs are raised frames that are routinely used to mount objects on a roof such as air conditioning units, exhaust fans or skylights. An employer had been hired to remove two roof curbs from a roof and to repair the roof where the removal of the roof curbs created two 4-foot-by-4-foot holes. One roof curb was addressed without incident. The victim, however, fell through the second hole where the roof curb had been before the roof could be repaired.

Fall protection was not being used at the time of the accident or at any other time on this job. An interview with the employer confirmed that he did not have knowledge of fall protection requirements. Had the employer been adequately trained, he might have identified the hazard that removing the roof curb had created.

Discussion: This inspection was unusual in that it began Jan. 12, 2015, months after the accident and after work had been completed on the site. The delayed inspection resulted because the employer did not report the fatality within eight hours as required by OSHA's injury and illness reporting requirements. There is a monetary penalty of \$5,000 for not reporting a workplace fatality within eight hours to the N.C. Department of Labor. Even without notification of a workplace fatality by the employer, the Labor Department has other methods of receiving information about workplace accidents and fatalities. This information is received as a result of working relationships with other agencies, including the North Carolina Office of the Chief Medical Examiner, that share workplace fatality information. In an inspection such as this one, interviews with employees and the employer help to document what happened on the worksite that resulted in the death of an employee.

The 82-year-old fall victim was the oldest worker killed on the job in the last five years. There were two 70-year-olds that were also killed on the job

during this time period. In recent years, and rightfully so, much emphasis has been placed on the challenges faced by younger workers. In North Carolina in the last five years, however, more employees in the 60 and above age category have been killed on the job than in the 18-29 age group.

There have been a number of reasons identified that may be unique to the younger working population that contribute to workplace accidents. These include inadequate training and supervision, dangerous work, and youthful exuberance to work faster and not safely. Special action has been taken to address youth employment in North Carolina. Young workers are not allowed to take certain dangerous jobs that have been defined as hazardous. The OSH Act of North Carolina was also amended to increase penalties for serious violations that result in the injury of an employee under 18 years of age.

As the working population continues to age and retirement is pushed back for reasons such as Social Security retirement age increasing, older workers may also have work challenges that are unique to their age group and could be addressed. For older workers, the chance of injuries from accidents such as falls could increase due to diminishing strength, body weakness and balance. NCDOL's Occupational Fatality Inspection Review (OFIR) report has recently begun to note fatality information by age groups so that a fatality increase in any age group can easily be tracked.

Recommendations:

- ❗ Employees should be protected from falling through holes more than 6 feet above the lower level by personal fall arrest systems, covers or guardrail systems.
- ❗ Employees should be protected from tripping in or stepping into floor holes by covers.
- ❗ Employers should provide a training program for each employee who might be exposed to a fall hazard and document the training with a written certification record.



By Christine Ryan, Administrator
Wage and Hour Bureau

Q: Is my employer required to give me a 15-minute rest break twice a day?

A: Probably not. Neither the Wage and Hour Act of North Carolina (WHA) nor the federal Fair Labor Standards Act (FLSA) require mandatory rest breaks or meal breaks for employees 16 years of age or older. In North Carolina, the WHA requires breaks only for youths under 16 years of age. Youths under 16 years of age have to be given at least a 30-minute break after five consecutive hours of work, and no break of less than 30 minutes shall be deemed to interrupt a continuous period of work. There are no required rest breaks or meal breaks at all for employees 16 years of age or older. (There is a separate requirement for breaks for nursing mothers covered under a different federal law.)



Happy Holidays



Bulletin Board

Mine and Quarry Training

Part 46 New Miner Training

Dec. 1, Matthews
Dec. 8, Mount Airy
Dec. 15, Greensboro
Jan. 12, Hickory

Part 46 Annual Refresher Training

Dec. 3, Matthews
Dec. 17, Greensboro
Jan. 14, Hickory

Part 48 New Miner Training

Dec. 14-16, Statesville

Part 48 Annual Refresher Training

Dec. 17, Statesville

First Aid Training

Dec. 2, Matthews
Dec. 10, Mount Airy
Jan. 13, Hickory

First Aid/CPR Training

Dec. 9, Mount Airy
Dec. 16, Greensboro

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

1-800-NC-LABOR
(1-800-625-2267)

www.nclabor.com

2016 Special Star Team Member (SSTM) Initial Training

Raleigh

March 23-24

Greensboro

March 29-30

SSTM participants are Star site employees who meet minimum applicant qualifications and complete the two-day course.

Certified SSTMs have the opportunity to work together in partnership with the NCDOL Star staff during onsite evaluations.

This volunteer program not only benefits the NCDOL Occupational Safety and Health Division by supplementing its onsite evaluation teams, but it also provides Star sites, SSTMs and the Star Program an opportunity to collaborate and to share ideas and perspectives.

Registration is free. The registration deadline is Jan. 15.

Limited to 20 participants per session.

www.nclabor.com/osha/etta/safety_programs/SSTM_Training_brochure.pdf

Complying With OSHA Construction Industry Standards—Beginners Level

Raleigh

April 20-21

This two-day course has been designed for new environmental, health and safety (EHS) professionals who are responsible for safety and health at their organization. The course covers construction industry standards, state-specific standards for the construction industry and the recordkeeping standards.

Click [here](#) for more information.

Photos of Carolina Star Safety Conference Network Central Booths



Members of the Northeast team show Labor Commissioner Cherie Berry their winning Lucky Star Carnival booth. From left to right, Jessica Foster, Southern Industrial Constructors—RTP; Commissioner Berry; Matt Williams, John Deere Turf Care; Zada Barnes, John Deere Turf Care; and Reuel Lee, Sonoco Recycling.



Members of the West team show Labor Commissioner Cherie Berry their booth. From left to right, Daniel Joyce, Mecklenburg Park and Recreation; Brad Kuntz, Zapata; Commissioner Berry; Vincent Maisto, Rogers Builders; Lynn Moose, Jelliff; and Allison Sides, Eaton—Asheville.



Members of the North team show Labor Commissioner Cherie Berry their booth. From left to right, Scott Moore, Syngenta Crop Protection; Holly Johnson, City of Greensboro, Field Operations Department; Commissioner Berry; and Mike Drum, 3A Composites USA.



Members of the Southeast team show Labor Commissioner Cherie Berry their booth. From left to right, Adam Hilton, GE-Nuclear; James Mathews, GE-Nuclear; Susan O'Neil Hewitt, GE-Nuclear; Commissioner Berry; Josh Stevens, Mundy Corp.; Shane Brantley, GE-Nuclear; and Jim Smith, GE-Nuclear.



Members of the East team show Labor Commissioner Cherie Berry their booth. From left to right, Jim Russell, Metal Tech; Denise Williams, Hospira; Commissioner Berry; Joy Gantt, Hospira; Charles Phillips, Butterball; and Dane Hobbs, Metal Tech.



Members of the Central team show Labor Commissioner Cherie Berry their booth. From left to right, Brett Houser, Georgia Pacific—Asheboro; Mark Pierce, Davidson County Integrated Solid Waste Management; Jamaal Legette, Cintas #936—Stedman; Lynwood Butler, Alcoa Power Generating; Lindsey Toole, Stanley Engineered Fastening; A.J. Stype, Stanley Engineered Fastening; Commissioner Berry.