



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

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LEDGER

National Safety Stand-Down to Prevent Falls in Construction

By Neal O'Briant
Public Information Officer

Falls: disabling, deadly, preventable. The Labor Department's Occupational Safety and Health Division participated in federal OSHA's National Safety Stand-Down to Prevent Falls in Construction the first week of May.

The National Fall Prevention Stand-Down aims to raise awareness of preventing fall hazards in construction. Falls from elevation continue to be a leading cause of death for construction workers, accounting for half of the construction workplace fatalities that the OSH Division inspected in 2015. Those deaths were preventable.

Of the top 10 most frequently cited standards for the construction industry during fiscal year 2015, six were fall prevention-related safety standards. The most frequently cited standard requires that employees be protected from falls whenever they are 6 feet or higher above lower levels.

The OSH Division worked with several companies to provide training to workers at construction sites during the National Fall Prevention Stand-Down. On May 3, trainers with the Education, Training and Technical Assistance Bureau joined Builders Mutual Insurance Co. to train construction workers at an event in Greensboro.



Workers inspect a safety harness for defects at the Builders Mutual stand-down event at Chandler's Ridge in Clayton. The Education, Training and Technical Assistance Bureau has harnesses with different defects to teach workers the things they need to look for each time before putting on a harness.



Labor Commissioner Cherie Berry talks to workers during Skanska USA's Safety Week at the UNC Rex Heart and Vascular Hospital expansion project in Raleigh on May 4.

Trainers with the OSH Division's Education, Training and Technical Assistance Bureau brought Labor One, NCDOL's mobile classroom, to the jobsite. The trainers presented workers with fall prevention information in English and in Spanish. The fall prevention topics included harnesses and other personal protective equipment, ladders, and scaffolding. Workers got to inspect defective harnesses, trying to spot the problems with them. This hands-on activity reinforced what workers should look for each time before putting on a harness.

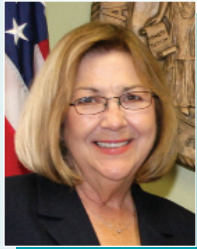
Similar events using Labor One and NCDOL trainers took place during the week. DPR Construction held one in Durham on May 4 in conjunction with Miller Fall Protection. Builders Mutual partnered with Royal Oaks Homes for a training event at Chandler's Ridge subdivision in Clayton on May 6.

"Thank you for participating in safety," Mike Gerber, senior vice president/chief marketing officer with Builders Mutual, told the workers. "Thank you for paying attention to safety. We want to make sure you go home to your families every night, and we're glad to be a part of making that happen."

Skanska USA also partnered with the OSH Division during the National Fall Prevention Stand-Down. OSH Division staff members and Labor Commissioner Cherie Berry participated May 4 during the company's Safety Week celebration at the UNC Rex Heart and Vascular Hospital expansion project in Raleigh. The OSH Division staff provided workers with information on ladder safety.

"This is a fantastic project, and what a wonderful way to celebrate it with

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From Labor Commissioner Cherie Berry

The N.C. Department of Labor participated in federal OSHA's National Safety Stand-Down to Prevent Falls in Construction the first week of May. The goal of the stand-down is to raise awareness of preventing fall hazards in construction. Falls remain the leading cause of fatalities in the construction industry.

While we tend to think of fall hazards primarily in construction, workers in other industries can suffer from fatal falls as well. Out of 13 fatal fall events that the OSH Division inspected last year, seven occurred to workers not on construction sites—working in manufacturing, forestry and agriculture, and even retail trade.

I encourage you to take a few minutes to talk to your employees about the fall hazards in your workplace and to reinforce the importance of fall prevention.

As the outside weather starts to warm, workers also need to be aware of the dangers of heat stress. Knowing the signs and symptoms of heat stress can help prevent medical emergencies. Please read the article on page 4. Prepare for hot weather hazards and develop strategies for protecting employees now before the really hot days hit us in June, July and August.

June will close out the final dozen banquets of the safety awards season. I look forward to visiting with many of you at one of the remaining banquets.

Cherie Berry



Cherie Berry

Commissioner of Labor

Editor.....Neal O'Briant

Layout and Design.....Jeff Wilson

Publications Bureau Chief.....Mike Daniels

1101 Mail Service Center, Raleigh, NC 27699-1101

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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)

Metal Recycling Services LLC, Monroe

United Methodist Retirement dba Croasdaile Village, Durham



Nova Development

National Safety Stand-Down to Prevent Falls

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Safety Week,” Commissioner Berry said. “And it’s especially important because falls are the leading cause of fatalities in the construction industry. What an amazing project you’re building here. What I want for you is for this building to be a testament to who you are as a person and how you care about each other.”

Skanska USA and the N.C. Department of Labor have a safety partnership for this project, signed in September 2014. Skanska USA also participates in the Labor Department’s Building Star Program.

In addition to events with NCDOL trainers, many companies took part in the National Fall Prevention Stand-Down on their own or in conjunction with other companies using materials provided by the OSH Division’s Consultative Services Bureau. These companies trained more than 3,800 workers in fall prevention topics during the stand-down.

The Education, Training and Technical Assistance Bureau delivered nine web training sessions during the week of the National Fall Prevention Stand-Down. These 90-minute web training sessions allow people who do not have the time to travel for training to learn safety information. The topics presented during the stand-down were fall protection, stairways and ladders, scaffolding, and heat stress.

Purolator Facet Recertified as SHARP Participant

*By Blair Byrd, Industrial Hygienist
Consultative Services Bureau*

The N.C. Department of Labor recently recertified Purolator Facet’s Triad Drive facility in Greensboro 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 in Greensboro on Wednesday, April 20, during the company’s celebration of World Safety Day.

“Every employee deserves credit for your continued commitment to safety,” Commissioner Berry said. “Each of you should take pride in what you have accomplished together.”

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 165 general industry sites in the program throughout North Carolina.

“I can’t help but be inspired by the words ‘honey, I’m home,’ which the commissioner so eloquently spoke of in her message to our most valued treasure, our employees,” said Jeff Frederick, vice president for human resources, Purolator Advanced Filtration Group. “Although our safety day celebration has come and gone, I am reminded that every day, every moment must always be committed to the health, safety and environment of the treasures we’ve been blessed to work with and protect.”

Purolator Facet manufactures and designs filters, elements, indicators, switches, scavenge lube oil kits, cabin air filters, and acoustic media for the aerospace and industrial hydraulic markets. Cleanable stainless steel elements, self-cleaning filters, fluidizing media, filter septa tubes and high temperature gas filters are manufactured for use in chemical processing, power generation and industrial applications. In addition, Purolator Facet offers diffusion bonded (sintered) sand control screens for oil well completion.

Two additional Purolator sites also participate in SHARP: Purolator Engineered Filtration Products in Shelby and the Purolator Facet Inc. facility on Standard Drive in Greensboro.



NCDOL Photo Library

Labor Commissioner Cherie Berry (far right) joins employees at Purolator Facet’s Triad Drive facility in Greensboro in celebrating their recertification as a participant in the Safety and Health Achievement Recognition Program (SHARP).

Paving the Way for Safety: Barnhill and OSH Consultative Services

By Amy Snow, Eastern District Supervisor
Consultative Services Bureau

On June 1, 2016, Barnhill Contracting Co. will begin a highway construction project in Greenville that is a first for Barnhill and also the first highway construction project for the Safety and Health Achievement and Recognition Program (SHARP) in North Carolina. The 12.4-mile controlled access project, designed by Barnhill partner HDR, will connect Memorial Drive (N.C. 11) and U.S. 264. The highway will improve regional travel in eastern North Carolina.

The project is the single largest construction project for Barnhill Contracting, with a value of \$159 million, and is scheduled to be completed in about three years. The paving project will provide many construction jobs in eastern North Carolina. Barnhill and around 18 subcontractors on site are committed to SHARP Construction, which includes operating the site safely and efficiently.

Staff from the Consultative Services Bureau will provide periodic visits to the site to ensure all employees and contractors on the site have a safe and healthy work experience. Barnhill Contracting has an exceptional safety program history and has completed two SHARP building projects and two partnerships with the Labor Department's OSH Division.



Photo courtesy of Barnhill Contracting

Representatives from Barnhill and NCDOL display the SHARP Construction banner in front of Barnhill's office in Rocky Mount.

Prepare Now for Hot Weather Hazards

By Hollis Yelverton, Standards Supervisor
Education, Training and Technical Assistance Bureau

The risk of experiencing a heat-related illness exists any time the weather is hot, but a higher percentage of illnesses often occur on the first hot days, when workers are not yet acclimated to the heat. According to data from the N.C. Disease Event Tracking and Epidemiologic Collection Tool (NC DETECT) and the State Climate Office at N.C. State University, in 2015, emergency department visits for heat-related illnesses peaked in mid-June, when the heat indexes first reached 100 degrees Fahrenheit and above. As the summer months draw nearer and temperatures begin to rise, now is the time to prepare for hot weather hazards and develop strategies for protecting employees.

"North Carolina's humid conditions coupled with 100 degree temperatures make for a dangerous combination," Labor Commissioner Cherie Berry said. "The department launched a heat awareness campaign several years ago to bring attention to heat-related illnesses. As the temperature heats up this summer, workers can prevent serious injury to themselves or to a co-worker by understanding the signs and symptoms of heat stress."

North Carolina employees work in a wide variety of high temperature environments. Examples may include outdoor jobsites, such as those found in the construction and agriculture industries, but also indoor environments without air conditioning, such as manufacturing facilities, kitchens and

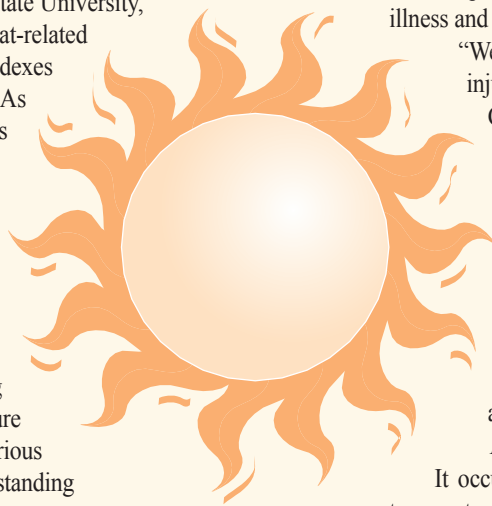
dry cleaners. Risks from exposure to high ambient temperatures are exacerbated by physically demanding jobs or additional heat sources in the environment, such as hot asphalt, ovens or dryers. When the amount of heat from all sources becomes more than the body can control through perspiration, heat stress can develop. This can range from heat rash or heat cramps to heat exhaustion and heat stroke. If appropriate measures are not taken, death can quickly follow. Recognizing symptoms of heat-related illness and taking appropriate action can prevent deaths.

"We're working on producing videos on the high injury areas, and heat stress is one of them," said Regina Cullen, bureau chief of the Agricultural Safety and Health Bureau. "We hope to have a DVD with ten safety modules ready for distribution this summer. The best way to deal with heat stress is to prevent it—don't wait until your body is overheated before you take appropriate measures."

The ASH Bureau's videos will be available **here** on the Labor Department's YouTube channel. Currently, there's a heat stress video in Spanish aimed at farmworkers available.

Heat stroke is the most serious heat-related disorder.

It occurs when the body becomes unable to control its temperature: the body's temperature rises rapidly, the sweating mechanism fails, and the body is unable to cool down. When heat stroke occurs, the body temperature can rise to 106 degrees Fahrenheit or higher within 10 to 15 minutes. Heat stroke can cause death or permanent disability if emergency treatment is not given.



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Prepare Now for Hot Weather Hazards

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Symptoms of Heat Stroke

- ☉ Hot, dry skin or profuse sweating
- ☉ Hallucinations
- ☉ Throbbing headache
- ☉ High body temperature
- ☉ Confusion/dizziness
- ☉ Chills
- ☉ Slurred speech

Take the following steps to treat a worker with heat stroke:

- ☉ Call 911 and notify the worker's supervisor
- ☉ Move the sick worker to a cool shaded area
- ☉ Cool the worker using methods such as
 - ☉ Soaking the worker's clothes with water
 - ☉ Spraying, sponging or showering the worker with water
 - ☉ Fanning the worker's body

Heat exhaustion is the body's response to an excessive loss of the water and salt, usually through excessive sweating. Workers most prone to heat exhaustion are those who are elderly, those who have high blood pressure, and those working in a hot environment.

Symptoms of Heat Exhaustion

- ☉ Heavy sweating
- ☉ Extreme weakness or fatigue
- ☉ Slightly elevated body temperature
- ☉ Clammy, moist skin
- ☉ Dizziness, confusion
- ☉ Fast and shallow breathing
- ☉ Muscle cramps
- ☉ Pale or flushed complexion
- ☉ Nausea

Take the following steps to treat a worker with heat exhaustion:

- ☉ Have the worker rest in a cool, shaded or air-conditioned area
- ☉ Have the worker drink plenty of water or other cool, nonalcoholic beverages
- ☉ Have the worker take a cool shower, bath or sponge bath

Desirable Work Practices for Those Working in High Temperature Environments

- ☉ Availability of cool drinking water
- ☉ Heaviest and most exhausting work scheduled for the coolest part of the day
- ☉ Frequent short breaks
- ☉ Pacing tasks

Prevention Is Our Intention

- ☉ Know the signs and symptoms of heat-related illnesses; monitor yourself and co-workers
- ☉ Avoid alcohol, caffeinated drinks and heavy meals
- ☉ Wear lightweight, light-colored and loose-fitting clothing
- ☉ Drink lots of water, about 1 cup every 15 minutes, even if you're not thirsty
- ☉ Rest regularly in cool, shaded or air conditioned areas

Additional materials, including publications and training presentations, designed to help employers and employees recognize and prevent heat-induced illnesses are available on the NCDOL website at www.nclabor.com/osha/etta/A_to_Z_Topics/heat_stress.htm.



Saddle Up for Safety

The Wilmington Regional Safety and Health School announces that the 66th consecutive safety school will be held on July 28 and 29, 2016. We return to the Coastline Convention Center for 10 MESH credit hours of safety and health topics that you have requested. We will be announcing our agenda in the next few weeks.

Please register at www.wilmingtonsafetyschool.com. Early bird cost is \$210 until June 30.

DEADLY Mistakes

By Steve Sykes
State Plan Coordinator

Fatal Event: On July 9, 2015, a 47-year-old

landscaping employee died on the job from smoke inhalation and thermal injuries while unloading wheat straw from a 53-foot-long trailer.

Investigative Findings: A landscape contractor had been hired to provide erosion control on a highway expansion project. Part of the erosion control process involved the use of wheat straw, which was stored in a trailer. As there was a need for the straw, it was transferred from the trailer to smaller flatbed trucks. This transfer process was taking place at the time of the accident. As another man and the victim were moving the wheat straw, some of the loose straw from broken bales had accumulated on the ground outside the trailer and around the flatbed trucks. The running flatbed trucks had only been parked adjacent to the trailer for a few minutes when smoke was observed in the excess straw on the ground.

The victim was working in the front of the trailer when flames from the straw blew into the back of the trailer and caught bales of straw in the trailer on fire. An employee had tried unsuccessfully to move the smoldering straw away from the trailer. The victim was quickly trapped by the flames. The company president was nearby at the site, and he secured a fire extinguisher and tried to put out the flames. An employee also used a track hoe in an attempt to tear a hole in the side of the trailer and provide an escape route for the victim. Ultimately, though, the valiant efforts to save the victim from the flames failed and within just minutes he was dead.

Discussion: It was ultimately determined that the fire occurred when the exhaust system of the trucks caught the loose straw on fire. The exhaust sides of the trucks were on the same side as the trailer. One of the truck

types being used to transport the straw had an even hotter exhaust than normally would be found on a typical truck exhaust. The possibility of fire associated from the heat from the exhaust system was included as a warning in the owner's manual for the truck. The manual specifically mentioned the danger associated with grass or leaves coming in contact with the exhaust system. No instructions had been given to employees for managing the accumulating wheat straw. Employees were also not given proper equipment to remove the loose straw from under the trucks even though the straw accumulation was routine.

Hazard recognition is the first step in eliminating hazards that could cause serious physical harm or death. Each employer should be aware of the hazards associated with their business and take the necessary precautions. Sometimes the remedy may be as simple as raking up a pile of wheat straw.

Recommendations:

- ☠ Equipment should be used according to manufacturer's guidelines.
- ☠ Employees should be trained in hazard recognition.
- ☠ Once hazards have been identified in the work environment, they should be eliminated.
- ☠ Employees should be trained in the use of fire extinguishers.
- ☠ An emergency action plan should be developed to address emergencies that might reasonably be expected in a work environment.
- ☠ Exits should be available to allow for evacuation during an emergency.
- ☠ Flammable material should not be allowed to accumulate in close proximity to a source of ignition.



By Christine Ryan, Administrator
Wage and Hour Bureau

Q: "What can I do if I think my employer is not paying me on time? How can I find out my rights as an employee?"

A: Generally, an employer is required by law to pay all wages due on the regular payday. If an employee is separated from employment, either voluntarily or involuntarily, the employer should pay all wages due on or before the next regular payday, using the regular pay method or by mail if requested by the employee.

Once a promise is made by an employer, then the employer must pay all promised wages, including wage benefits, accruing to its employees based on any policy, agreement or practice that the employer has established. Under the Wage and Hour Act of North Carolina, the employer must: "Make available to its employees, in writing or through a posted notice maintained in a

place accessible to its employees, employment practices and policies with regard to promised wages." (N.C. Gen. Stat. 95-25.13(2))

An employer must comply with its own wage payment agreements until such time as the employer changes its policy in writing in compliance with N.C. Gen. Stat. 95-25.13(3).

If an employee believes that he or she is entitled to wages that have not been paid, the best thing to do is to contact the Wage and Hour Bureau of the N.C. Department of Labor at 1-800-625-2267. The employee will be connected with an information specialist, who will review the requirements for paychecks and help the employee determine whether it is appropriate to file a complaint with the Wage and Hour Bureau. If a complaint is filed, it will be assigned to an investigator, who will communicate with the employer and employee to determine if the rules and regulations have been followed.



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Bulletin Board

Mine and Quarry Training

New Miner Training

June 13-15, Statesville

June 20-22, Wake Forest

July 18-20, Wake Forest

Aug. 15-17, Wake Forest

Annual Refresher Training

June 16, Statesville

June 23, Wake Forest

July 21, Wake Forest

Aug. 18, Wake Forest

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

Complying With OSHA General Industry Standards—Beginners Level

Sept. 27-28, Raleigh

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 general industry standards, state-specific standards for general industry and the recordkeeping standards. Click [here](#) for more information.

1-800-NC-LABOR
www.nclabor.com

30-Hour Construction Industry Awareness Course

June 13-17, Winston-Salem

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 will provide a comprehensive overview of the construction industry safety and health standards, 29 CFR 1926.

Long Term Care Workshop

Sept. 20, Raleigh

Click [here](#) for more information.

Sept. 27, Charlotte

Click [here](#) for more information.

This course provides an overview of safety and health hazards associated with the long term care industry. Nursing home administrators are eligible for 7.0 CEU credits.

OSH Webinar Courses

Visit the OSH Training Schedule Calendar [here](#) to view upcoming internet training and other safety courses. Upcoming webinar topics include ergonomics, fall protection, scaffolding, stairways and ladders, lockout/tagout, confined space entry (construction industry), heat stress, and hazard communication. Check the calendar for new courses being added soon.