



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

Labor

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Special 11-Year-Old Boy Becomes Elevator Inspector On His Birthday

By Jason Tyson, Public Information Officer

NCDOL's newest elevator inspector is an 11-year-old boy from Apex named Cayden. Joined by his parents, Drew and Whitney, Cayden Ludlow spent the morning of July 19 with Tom Chambers, the bureau chief for the Elevator and Amusement Device Bureau, on an inspection at the Labor Building in Downtown Raleigh. Chambers later granted the young man the title of honorary elevator inspector on his birthday.

The special visit was arranged by a member of NCDOL's senior staff, who, along with Chambers, arranged for Cayden to see how an elevator is inspected and was given his own card to sign off on. Cayden has been fascinated with elevators and fire alarms for a couple of years, after he watched videos of old and new elevators at work. He said he learned about how they operate and function, and now he has his own channel on YouTube devoted to them.



Cayden is shown the elevator mechanical room, above and below the elevator and Commissioner Berry's office at the Labor Building.

"I really enjoyed the inspection today," Cayden said. "It was fun to go into the mechanical room and I learned a few things today about centrifugal forces, safety switches and resistors."

The Ludlows said they wanted to encourage Cayden to pursue his passion, and were grateful to NCDOL for allowing Cayden to come to the building. The Ludlows also have a younger son, but Whitney said that he's currently into ninjas.

"Everywhere we go, (Cayden) knows what types of elevators are in the building and where they are made," Whitney Ludlow said. "He's just fallen in love with them."

Chambers said he was impressed by Cayden's knowledge of elevators and alarms, and that he should consider designing or inspecting them when he is older.

Commissioner Cherie Berry was not in town to welcome Cayden in person, but she did send him a note that she signed.

"Your mother told us about your interest in elevators—both vintage and modern," her letter stated. "This is something you and I have in common—one of my favorite parts of this job is learning about the mechanical functions and safety features of the many different types of elevators in our state. I am always impressed by the intelligence and hard work of our inspectors. Please keep us in mind in a few years when you start thinking about your career—consider today a trial run!"

At the end of the inspection, Cayden and his family visited Commissioner Berry's chambers, where he was given the chance to sit in the commissioner's chair and take pictures with Chambers.

He said that he did, in fact, want to inspect or design elevators when he grows up.



NCDOL Photo Library

Elevator and Amusement Device Bureau Chief Tom Chambers takes 11-year-old Cayden Ludlow on an elevator inspection for his birthday.



NCDOL Photo Library

Cayden gives a thumbs up after Tom outfits him as a new honorary elevator inspector.





From Labor Commissioner Cherie Berry

One of the things I enjoy most during my travels around North Carolina is meeting people and learning new things about our state.

One night during our recently completed safety awards season, I was in Ahoskie for the annual banquet. There, I had the pleasure of meeting some of the members of the Ahoskie Women's Club.

A regular part of their meetings is a salute to the N.C. State flag, a short ceremonial act that was passed into law by the General Assembly back in May of 2007. After learning about it, I made it one of my unofficial duties to teach the salute to as many people as possible. Our print shop printed 2,000 colored cards that we distributed at safety awards banquets following Ahoskie and I made it a point to mention it in my speech.

In order to perform the salute, you must first stretch out your right arm with palm facing upward and state:

"I salute the flag of North Carolina and pledge to the Old North State, love, loyalty and faith."

I hope that each of you will spread the word around about this, so that we may properly honor the beautiful place we call home.

Even though we are still squarely in the dog days of summer, fair season is right around the corner, believe it or not. One of the earliest fairs will take place in Drexel, located in Burke County, Aug. 7-12.

This year, the Drexel Fair's organizers are dedicating their premium book to the NCDOL amusement ride inspectors, for their diligence in the work that they do to keep all fairgoers safe on the midway. The premium book is a guide to the fair that is distributed throughout the community and is given to those attending the fair. Just as the Drexel fair organizers have, I too wish to commend our inspectors for their constant attention to the details and for keeping in mind the importance of their duties, keeping riders safe.

Finally, I want to recognize our Agricultural Safety and Health Bureau, who recently collaborated with several partners to produce a compilation of safety videos to help educate tobacco workers of the dangers of working in the field. You can read about that in this edition.

I want to commend our ASH staff, and especially ASH Bureau Chief Regina Cullen, who is retiring Sept. 1. Regina and her staff have worked hard over the years to ensure migrant housing is safe and suitable for our laborers, and that they are properly trained on how to prevent heat stress and other hazards in the field. As she goes into retirement, I salute her unique and impactful career.

I hope that each of you continue to stay cool and enjoy the rest of the summer.

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/osh/consult/sharp_sites.pdf



Safety and Health Achievement Recognition Program (SHARP) *Recertification

- Twin Lakes Community, Burlington
- High Point Pediatric Dentistry, High Point
- Sonoco Recycling, Wilmington
- Southminster Inc., Charlotte



Carolina Star *Recertification

- Avista Pharma Solutions Inc., Durham
- Energizer Holdings Inc., Plant #2 - Asheboro
- Glen Raven Technical Fabrics LLC, Finishing Facility, Glen Raven
- International Paper Co., Snow Hill Chip Mill - Snow Hill



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Pair of Joint Partnerships Celebrated in Charlotte

By Jason Tyson, Public Information Officer

N.C. Department of Labor Commissioner Cherie Berry joined other department officials and business leaders at the Charlotte Douglas International Airport on June 26 to celebrate two partnerships coinciding with the Concourse A Expansion Project Site.

The event made official the partnership between NCDOL's OSH Division and Flatiron-Blythe, a joint venture-and with Turner-Rodgers, another joint venture. Commissioner Berry, OSH Director Kevin Beauregard and officials from both company partnerships signed full agreement documents during the event.

"This is an exciting day for NCDOL, and we are proud to be part of this much-needed project, that will bring many different players to the table, each providing their own unique set of talents," Commissioner Berry said. "The expansion of Concourse A will give a much-needed boost to one of the busiest airports in the world."

Flatiron Construction and Blythe Development have been working together on projects within the Southeast since 2014, the first projects being the PTI- Future I-73 and the Greensboro Eastern Loop, and have since gone on to partner on several other large scale projects. Turner Construction Company holds a significant amount of aviation experience, while Rodgers Builders carries expertise in complicated sites and in the local subcontractor market, so their partnership also made sense from a strategic point of view.

The Charlotte Douglas International Airport Concourse A Expansion Phase I will consist of about 232,000 square feet inclusive of a connector branching off of the existing Concourse A. The new three-story structure is a hybrid system consisting of a structural, concrete podium with a structural steel mezzanine and roof. The exterior of the building will consist of curtainwall, high performance concrete and metal wall panels along with metal solar control devices.

Once completed, the work will add nine new gates to Concourse A. Work is expected to be completed by Summer of 2018. All of the additions are part of Destination CLT, a 10-year, \$2.5 billion series of expansion and renovation projects. All told, the Concourse A portion of the project, including a connecting ramp and taxi lanes, will cost about \$200 million.



Commissioner Berry and OSH Director Kevin Beauregard address attendees of the joint partnership agreement signing in Charlotte.

Inspected Boilers Star in Denton

By Jason Tyson, Public Information Officer

For the past 47 years, Denton Farmpark has hosted the Southeast Old Threshers Reunion, a celebration of all things agriculture held each year in early July. One of the most memorable attractions at the park is a series of machines that are run by historic antique boilers, each of which are inspected by NCDOL's Boiler Safety Bureau.

There are a variety of tasks these historic antique boilers can power, from wood cutters to hay bailers and earth movers, and even an in-use locomotive steam engine. Some of these machines are permanent fixtures at the Farmpark, while others are brought in by those who enjoy and operate them.

Greg Davis, inspector supervisor of Boiler's Western Division, has been on the job for the past 17 years, and the Reunion at Denton, held from June 30-July 4 this year, is an annual highlight of his schedule. Davis is responsible for making sure each boiler is working properly and that there are no issues.

"Working with NCDOL is the best job I've ever had," said Davis. "The people here at Denton are great to work with and there are so many interesting things to see."

This year's show featured a total of 10 working historical antique boilers inspected by NCDOL, and a variety of non-working boilers for display only.

Each of the functioning boilers were built between 1913 and 1942, apart from a vertical tube built before 1900. The boiler that powers the steam locomotive was built in 1942.

Each boiler was subject to hydro pneumatic tests, and the locomotive was given a full range of tests, conducted by Davis from June 12-14.

Davis, who is from Clyde, N.C., spent 24 years in the Army National Guard and 27 years as a boiler operator for Dayco Corporation prior to joining NCDOL. Davis plans to retire from working with the state in about three years.

The Boiler Safety Bureau, which has 23 employees, has a goal of ensuring that each historical antique boiler is functioning properly and meets strict safety guidelines, so that the public can enjoy these turn-of-the-century marvels for years to come.

The bureau conducted a total of 52,077 inspections statewide during the 2016 fiscal year. Its bureau chief is Cliff Dautrich, with Don Kinney serving as assistant bureau chief.



Inspectors from NCDOL's Boiler Safety Bureau perform a full range of tests on the 1942 steam engine at Denton Farmpark.

Employers Urged to Protect Workers From Heat

By Jason Tyson, Public Information Officer

During the summer months, the N.C. Department of Labor is urging businesses and employees who work in hot and humid environments to be cautious and know the signs of heat stress. NCDOL has partnered with The National Institute for Occupational Safety and Health and OSHA to promote OSHA's original Heat Safety Tool, a downloadable app for cell phones.

"Nothing is more important to me than our worker's safety regardless of the time of year, but summer can present additional problems for our outside workers and even some who work inside places such as factories," Labor Commissioner Cherie Berry said. "Please be mindful of the heat and take adequate precautions to protect your workers. I encourage all employees to download the app to their phones so that they may properly monitor the heat throughout the summer."

The updated app, available for both Android and iPhone, provides a clearer user interface, while still providing the same information to help keep workers safe when working outdoors in hot weather. Extreme heat causes more deaths than any other weather-related hazard; each year more than 65,000 people seek medical treatment for extreme heat exposure.

The department began a heat stress initiative in 2007 and has continued to provide employers and workers with resources to use when temperatures approach dangerously high levels.

"Each year extreme conditions can cause any number of health-related illnesses for workers in North Carolina," Occupational Safety and Health Director Kevin Beauregard said. "Those who come to North Carolina to work from other parts of the world can sometimes have difficulty adjusting to the humidity here in the South. It's important that we continue to educate workers on what they can do to best combat extreme temperatures."

When the body is unable to cool itself by sweating, several heat-induced illnesses such as heat cramps, heat exhaustion and even heat stroke, the most severe of these, can occur.

Heat cramps are usually the result of hard physical labor in a hot environment, often resulting from an imbalance of electrolytes in the body.

Heat exhaustion is a result of the combination of excessive heat and dehydration. Untreated heat exhaustion can lead to heat stroke.

Heat stroke is the most serious disorder associated with heat stress and can be deadly if not treated properly.

The department's Occupational Safety and Health Division has developed additional materials to help employers and employees recognize and prevent heat-induced illnesses before the condition escalates to the more severe heat stroke. The OSH Division—which comprises Consultative Services; Education, Training and Technical Assistance; Agricultural Safety and Health; Compliance; and Planning, Statistics and Information Management—is working collectively to reach farmers, factory workers, construction workers and highway crews that are at an increased risk of exposure to heat-related illnesses.

The department would also like businesses across the state to share interesting ways they are beating extreme heat via its Beat the Heat social media campaign. Employers can share their stories with the department through Facebook, or by sending a tweet to @NCDOL on Twitter.

Brushy Mountain Bee Farm Woodshop Earns SHARP Recognition

By Jason Tyson, Public Information Officer

N.C. Department of Labor Commissioner Cherie Berry presented the Woodshop at Brushy Mountain Bee Farm in Wilkesboro with a SHARP certificate during a ceremony held at the farm in Wilkesboro on June 28.

"I am extremely proud of the track record Brushy Mountain Bee Farm has established in developing its safety and health programs," Commissioner Berry said. "This beautiful place has long set a great example of how a farm can be operated."

Following the presentation, Commissioner Berry toured the farm and greeted some of the workers there. Also attending the ceremony from NCDOL were Nelson Edwards, safety and industrial hygiene supervisor with the Consultative Services Bureau and David Poole, safety consultant, Consultative Services Bureau.

Brushy Mountain Bee Farm was founded in 1977, moving from a 6,000 square foot facility to a 21,000 square foot facility in 2013.

The Safety and Health Achievement Recognition Program recognizes small to mid-size employers who have developed and maintained effective safety and health programs. Brushy Mountain Bee Farm has been a NCDOL SHARP site since Aug. 28, 2007. This was the first year the Woodshop Facility was eligible to receive the SHARP award.



NCDOL Photo Library

Commissioner Berry presents the SHARP Award certificate and flag to Brushy Mountain Bee Farm's Woodshop on June 28.

ASH Collaborates on New Safety DVD

By Jason Tyson, Public Information Officer

Those working in tobacco fields this summer will have more resources at their disposal after N.C. Department of Labor collaborative videos were released to the public on DVD and YouTube earlier this summer.

NCDOL's ASH Division collaborated with both Farm Labor Practices Group (FLPG) and GAP Connections to produce and distribute the new DVD video compilation set, entitled Tobacco Farm Worker Safety Videos.

"Working with a team of experts, we were able to figure out which activities were the most dangerous to farm workers and laborers," ASH Bureau Chief Regina Cullen said. "We hope these videos will help workers identify and prevent various types of ailments or injuries they may face."

Cullen said the videos would not have happened without the work from many different experts and input from growers. She credited Ken Ellzey, an extension specialist at N.C. State University Cooperative Extension office, for his role in producing the films. The partnership began with individual videos in 2008. The effect of the videos will be felt beyond the borders of North Carolina, for FLPG plans to distribute the DVDs throughout the Southeast where tobacco is grown.



ASH Bureau Chief Regina Cullen and Ken Ellzey from NCSU'S Cooperative Extension take a break in the field while producing content for some of the videos.



Cullen displays a DVD set that is a compilation of tobacco worker safety videos the ASH Bureau has collaborated on for the past nine years.

"This is a culmination of a series of videos that we have produced with NCDOL for the last few years," Ellzey said. "We relied on several growers for input and worked with a lot of folks to bring these to the public."

About 8,000 copies of the video were produced, with segments in both English and Spanish. The bulk of the Spanish translations were done by Francisco Rodriguez in the NCDOL ASH office.

The videos include the following segments:

- Tractor Safety
- Field Sanitation
- Fork Lift Safety
- Green Tobacco Sickness
- The Label is the Law (PPE)
- Heat Stress
- Tobacco Baler Safety
- Tobacco Harvester Safety
- Tobacco Production
- Wage and Hour (includes Housing)

GAP Connections is overseeing distribution of the DVDs throughout the tobacco producing states in the U.S. Those interested in obtaining the DVDs, can go to shop.gapconnections.com and purchase the DVDs online through a member account, which is free. Copies are \$10 plus tax for members, which covers the cost of materials, and the processing and shipping fees.

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 3,405 awards to workplaces for outstanding workplace safety and health achievements, including 110 Million Hour Awards earned by companies.

The program, which began in 1946, recognized the recipients at a series of 30 banquets across the state with a record-breaking attendance of about 4,000. The department is thankful for the co-sponsors who assisted in making each banquet a success.

"Presenting safety awards is such an honor for me and it is encouraging to see the overall attendance grow each year," Commissioner Berry said.

"Many banquets saw record attendance, which shows how much these companies value workplace safety and health."

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.

Participation in the program is voluntary. Interested companies may fill out the application request form at www.nclabor.com/osha/etta/safety_programs/safety_awards_mailing.htm. Applications will be sent in January.

Safety Award Highlights

20th Consecutive Year

Campbell Soup Supply Co.
City of Concord, Communications/Radio Shop
City of Sanford, Financial Services
HSM Solutions, Corporate Office
PotashCorp, Aurora,
Accounting & Data Processing Departments
PotashCorp, Aurora,
Administration & Public Affairs
PotashCorp, Aurora,
Health & Safety Department
PotashCorp, Aurora,
Human Resources Department
PotashCorp, Aurora,
Maintenance Services Department
PotashCorp, Aurora, Materials Department

21st Consecutive Year

City of Sanford, Water Treatment Plant
County of Wilson,
Department of Social Services
Duke Energy,
Lincoln Combustion Turbine Plant
Harrison Construction Co., Hayesville Quarry
Onslow County Government,
Board of Elections
Onslow County Government,
Cooperative Extension
Onslow County Government, Museum
Onslow County Government, Register of Deeds
Onslow County Government, Veteran Services

22nd Consecutive Year

Debbie's Staffing

23rd Consecutive Year

City of Asheboro, Administrative
GE Aviation

24th Consecutive Year

HSM Solutions, Regional Sales Office
Lee County, Library System
Southern Industrial Constructors Inc., GE
Wilmington Site

25th Consecutive Year

FMC, Lithium Division,
Technology Department
New Hanover County, Information Technology

26th Consecutive Year

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

27th Consecutive Year

Del-Mark Inc.
Safety and Health Council of North Carolina,
Five Lakepointe Plaza
Vulcan Construction Materials LP,
Mideast Division, Smith Grove Quarry

28th Consecutive Year

Clariant Corporation,
Monroe Road Charlotte Facility

29th Consecutive Year

Apac-Atlantic Inc., Candor Sand Plant
New Hanover County,
Human Resources Department
Town of Valdese, Administrative Department

30th Consecutive Year

Glen Raven Inc., Executive Offices

31st Consecutive Year

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

32nd Consecutive Year

New Hanover County, Finance Department

35th Consecutive Year

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

37th Consecutive Year

Liggett Group, Electric Shop

38th Consecutive Year

National Gypsum Co., Corporate Offices

41st Consecutive Year

ATI Specialty Materials, Monroe Operations

42nd Consecutive Year

Louisiana Pacific, Roaring River

44th Consecutive Year

APGI, Yadkin

45th Consecutive Year

EcnO Oil Inc.

46th Consecutive Year

DAK Americas, Cape Fear Support Employees

49th Consecutive Year

Heritage Home Group, Lenoir Logistics Center

4 Million Hours

APAC-Atlantic Inc.,
Thompson-Arthur Division
GKN Driveline North America Inc.,
Roxboro Assembly
Hospira Inc., A Pfizer Company
TE Connectivity, Winston-Salem
University of North Carolina at Charlotte

5 Million Hours

Johnson Controls Inc.
Lenovo, Development Drive
Pentair, Water Pool and Spa

6 Million Hours

Louisiana Pacific, Roaring River
The Timken Co., Shiloh Plant

8 Million Hours

Keihin Carolina System Technology Inc.

9 Million Hours

Syngenta Crop Protection LLC

11 Million Hours

Glen Raven Inc, Executive Office
ITG—Burlington Worldwide, Raeford Plant

12 Million Hours

Lenovo, Headquarters

13 Million Hours

Syngenta Crop Protection, LLC

14 Million Hours

Kidde Aerospace & Defense

15 Million Hours

Corning Optical Communications,
Corporate Headquarters

*Congratulations to all our safety award
and million hour recipients!*

A Little Advice Can Save a Life

Samet Corp., Building Star Company

Senior Superintendent Bob Crosby was concerned about the movement of the heavy grading equipment and the undulating terrain on the Guilford Middle School project. While he was out walking the site, he observed an operator not wearing his seat belt. Knowing the importance of our Safeguarding Families program, Bob immediately stopped the operator and reminded him to wear his seat belt. A few days later that same operator was in the process of unloading soil on an elevated stockpile of dirt. As he started up the stockpile, the rear end of his machine started to slide down the slope. The operator was unable to correct the slide the machine turned over and landed upside down. The operator was left hanging upside down, **belted in place and unharmed.**

Within minutes after the incident, the operator sought out Bob, thanked him for enforcing seat belt requirements and *The Samet Way*, and for giving him another chance to safely provide for his family. Great work Bob!

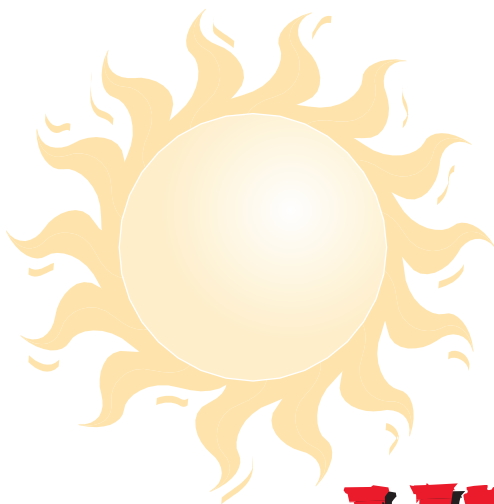


Guilford Middle School



Senior Superintendent, Bob Crosby

If you have a safety success story you'd like to share with the *Labor Ledger* subscribers, please submit it to Mary Katherine Revels at marykatherine.pegam@labor.nc.gov.



Beat the **Heat** this **Summer**

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DEADLY Mistakes



By Judyth Niconienko, State Plan Coordinator

Fatal Event: On April 13, 2015, a 63-year-old man was fatally injured while attempting to erect an upright UL-40 personnel lift. He was attempting to hold up the end of the 990-pound lift while another employee removed a retaining pin from the lift cylinders. When the retaining pin was removed from the lift cylinders the lift struck him knocking him to the concrete walkway causing neck, head and chest injuries.

Investigative findings: Two employees were in the process of erecting an upright UL-40 personnel lift to reach light bulbs that were 19 feet 5 inches above the ground, on the outside overhang of a building. The lift had been transported to the site from an offsite storage area and they wheeled it into position on the concrete sidewalk. The job was part of a preventative maintenance work order and was not a routine task for either employee. Neither of them knew how to set up the lift and neither of the employees consulted the operator's manual. The inspector noted that the manual was present but not protected and was, for the most part, illegible.

The employees were trying to stand the lift up from its 45-degree transport position. The victim pushed up on the lift at the handle but it would not move. They determined that to get the lift to the vertical position, the pin at the top of the cylinders needed to be removed. One staff member attempted to remove the pin with a pair of channel-lock pliers but was unable to get it out as the pin was rusty. The victim then stood the entire lift up on a 45-degree angle while the other staff member, using a hammer and a punch, hit the pin. The pin was not fully removed. After the staff member verified with the victim that he had a hold of the lift, he again took the hammer and the punch and hit the pin. As the pin fell out, the lift came crashing down. The staff member looked over and saw the victim lying on the ground with the lift on top of him. He picked the lift off the victim and notified the police.

The supervisor of the employees told investigators that the lift was not used very often. He calculated the last time that the lift had been used was between July and September of 2014. After reviewing training records, it was determined that the victim attended a one-hour training

session in 2011 which covered the use of bucket trucks, one-man lifts and pull-behind lifts. The training record did not contain the make or model numbers for the lifts, details of the information covered, specific safety elements reviewed, understanding of the controls and functions or that hands-on operation and student evaluation had occurred. The other employee had not received any training.

The standards covering manually propelled elevating aerial platforms state that whenever a user directs or authorizes an individual to operate an aerial platform, the user shall ensure that the person has been trained before operating the lift. The standards also state that the employee be familiar of and understand all safety devices specific to the model, understands loading and unloading procedures and the use of tilt-back feature(s) when applicable. None of this criteria was documented as being met.

When asked, the supervisor said that there were no preventive maintenance or pre-inspection records for the upright UL-40 personnel lift. The victim had little training (four years prior) and the other employee had no training. Neither of the staff consulted the operator's manual. The victim was struck by the lift and the subsequent injuries caused his death.

Discussion:

The training provided to the victim was inadequate. The victim should have been provided refresher training and the other staff member provided initial use training before being assigned the work order. There were no internal policies or procedures in place to ensure that the equipment the employees were using was maintained in a proper functioning condition or to ensure that employees who are assigned to use the equipment are properly trained in its operation and set up.

It should not be assumed that staff members know how to operate equipment. It is the employer's obligation to train and ensure understanding of its safe operation before use. The lack of these elements contributed to the fatality.

Recommendations:

- ✘ Ensure the operation manual is present, protected, intact and with the equipment.
- ✘ Do not allow staff to use the equipment if it has not been verified they have been trained and are knowledgeable of its safe operation. Use refresher training where necessary.
- ✘ For each piece of equipment requiring staff training have a lesson plan available covering all the required elements.
- ✘ Conduct inspections on the equipment as recommended by the manufacturer and conduct all maintenance and repairs as needed.

WORKPLACE WORRIES



By Christine Ryan, Administrator
Wage and Hour Bureau

Q: *I have been working for the same employer full-time for over a year. They still are not offering me any paid time off for vacation. Is that legal?*

A: Employers are not legally required to offer any paid vacation time. It is entirely up to the employer to offer paid vacation time or sick time. If the employer offers such a benefit, North Carolina law requires that the employer make available to all employees, in writing or through a posted notice, all practices and policies with regard to pay and other promised wages like paid leave. When employers offer those benefits, the written policies and practices are often provided to employees through their employee handbook or sometimes on the internal website that employees can access. Employees should make sure they keep any employee handbook or manual that is provided at the time of initial hire or orientation. These handbooks frequently provide employees with information that affects their rights.





Bulletin Board

Mine and Quarry Training

Part 46 New Miner Training

Aug. 22, Greensboro
Sept. 26, Winston-Salem

Part 46 Annual Refresher Training

Aug. 24, Greensboro
Sept. 28, Winston-Salem

New Miner Training

Aug. 14-16, Wake Forest
Aug. 25-27, Wake Forest

Annual Refresher Training

Aug. 17, Wake Forest
Sept. 28, Wake Forest

First Aid Training

Aug. 23, Greensboro
Sept. 27, Winston-Salem

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

Aug. 29-30, High Point

Click [here](#) for more information.

This course will be delivered in Spanish and will provide participants 10 hours of instruction that will address the many recognized hazards of the construction industry. During this awareness course, the "Big Four" hazards (falls, electrical, struck by and caught in between) will be included as part of the two-day training session.

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 basic overview of the Construction Industry Safety and Health Standards, 29 CFR 1926.

Upcoming Sessions of Free E-Verify Webinars

The U.S. Department of Homeland Security has upcoming dates for its free E-Verify webinars for businesses. During each session, attendees will learn about E-Verify, the free and easy-to-use service that lets employers verify the employment eligibility of new employees. Sessions usually last one hour.

As of July 1, 2013, employers with 25 or more employees in North Carolina were required to use E-Verify to check work authorization for all new hires. The U.S. Department of Homeland Security, in conjunction with the N.C. Department of Labor, set up webinar dates specifically for North Carolina employers to inform them about E-Verify.

Upcoming Webinar Dates:

Aug. 16 at 2 p.m.

Sept. 6 at 2 p.m.

To learn more about the webinars, visit
www.nclabor.com/legal/e_verify/webinars.htm.

Carolina Star Safety Conference

Sept. 20-22, Sheraton Greensboro

For more information, visit:

www.event.com/events/carolina-star-safety-conference/event-summary-607a5bb3034e4086a826da060004cfda.aspx

OSH Webinar Courses

Visit the OSH Training Schedule Calendar here:

www.labor.communications.its.state.nc.us/OSHPublic/ETTA/class_regist/calendar.cfm to view upcoming internet training and other safety courses. Check the calendar for new courses being added soon. Among the courses being offered include:

- ◆ Respiratory Protection
- ◆ Machine Guarding
- ◆ Fall Protection
- ◆ Scaffolding
- ◆ Hand and Powered Tools
- ◆ Welding and Cutting



Nova Development

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