



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

Labor

LEDGER

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National Safety Stand-Down Aims to Prevent Falls In Construction

By Robert O'Neal, Education and Training Specialist

The National Safety Stand-Down to Prevent Falls in Construction encourages employers to set aside time to discuss the importance of fall prevention measures. In North Carolina, trainers with the OSH Division's Education, Training and Technical Assistance (ETTA) Bureau held a series of stand-down events during the week of May 7-11 that attracted several hundred attendees.

"The stand-down is an opportunity for employers to take some time during the work week to pause and talk about fall protection and prevention," said Tom Wilder, ETTA, education and training specialist. "Companies gather with their workers to discuss topics such as ladder safety, scaffolding safety and roofing work safety. Falls are the leading cause of death in the construction industry so we must work together to prevent them."

During the fiscal year 2016-2017, North Carolina experienced at least 12 fatalities directly related to falls. The most frequently cited occupational safety and health standard requires that employees be protected from falls whenever they are 6 feet or higher above lower levels.

"The lack of fall protection being the most frequently cited OSHA violation proves that these deaths are preventable," Wilder said. "Employers can help prevent falls by providing the right safety equipment and properly training workers how to use it."

With the help of Labor One, NCDOL's mobile classroom, this year's stand-down events were held at construction sites for Barnhill Construction Co., H&H Constructors and Evans Coghill Homes. In addition, Builders Mutual Insurance Co. partnered with both H&H Constructors and Evans Coghill Homes to provide safety awareness training to workers at two of their jobsites located in Raeford and Belmont respectively.

Risk management trainers with Builders Mutual Insurance Co. presented bilingual safety talks while NCDOL staff demonstrated proper wear and use of personal protective equipment. Little Giant Ladder Systems Inc. provided onsite ladder demonstrations to show proper ladder safety techniques. Additionally, risk management representatives in our market footprint met with policyholders on their jobsites to provide fall protection safety information and encourage them to stand-down for safety.

"Presenting Tailgate to Educate events during the 2018 OSHA National Safety Stand-Down provides a platform for Builders Mutual to reiterate the importance of fall protection and general jobsite safety," said Bill Schaffner, director of risk management, Builders Mutual Insurance Co. "Partnering with the NCDOL and Little Giant Ladder Systems helps us provide additional education for workers to help them stay safe on their jobsites."

Every day, construction workers leave their homes to build homes, businesses or work on our inner structure. By day's end, not all of them will return home. Each year, hundreds of workers die and thousands more suffer serious injuries because they fell and lacked the right safety equipment or knowledge to prevent it. Therefore, fall prevention awareness is essential.

"You would be hard pressed to find a single construction site anywhere in America where fall protection rules and regulations were not being violated," Wilder said. "Whether it's improperly adjusting a harness, not completely enclosing your work area in guardrails, using a lanyard that's too long for the height at which a worker is working, or failing to utilize fall protection altogether, any safety professional or compliance officer could identify several violations or hazards on every construction site."



Construction workers with Barnhill Construction Co. gather in front of Labor One, the NCDOL mobile classroom, for a stand-down training event in Cary, N.C., Monday, May 7, 2018.



**From Labor
Commissioner
Cherie Berry**

This time of year, there is an increased demand for the state required youth employment certificate that the Department of Labor's Wage and Hour Bureau administers. Since last season, there have been a few changes that I would like to make our **Labor Ledger** subscribers aware of.

First, the Wage and Hour Act was amended last August to eliminate the option for local departments of Social Services to review the certificates. Now, the only way for the certificate to be obtained is to visit the NCDOL website.

Secondly, our department launched a new website last November and the domain name changed to **www.labor.nc.gov**. The link to apply for the youth employment certificate is prominently displayed on the homepage to make it easy for users to find.

The youth employment certificate is important because it alerts parents, teens and employers of certain prohibited jobs and hour limits for workers between the ages of 14 and 17.

This month's "Workplace Worries" on page 8 has additional information concerning the youth employment certificate. If your business is planning to hire youths between the ages of 14 and 17 for summer employment, please be sure to read and share the column with others.

Also, with the start of pool season, take some time to review the hazard alert concerning pool safety on page 6. It is a good reminder concerning electrical hazards found in and around pools.

Thank you for subscribing to the **Labor Ledger** and for helping us spread important news from NCDOL.

Cherie Berry



Nova Development

Spring Into Safety!

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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. Visit the **NCDOL website** for a complete list.



SHARP Sites

- Packaging 151 – Cherryville
- Mohawk Laminate and Wood Flooring Plant – Garner
- Mohawk Laminate and Wood Molding Plant – Garner
- City of Lincolnton Street/Solid Waste Department – Lincolnton



Carolina Star *Recertification

- Apex Tool Group LLC – Apex*
- Duke Energy Progress – Garner*
- Kellogg's Co. – Cary*
- West Fraser Inc. – Riegelwood*



Public Sector Star *Recertification

- Duplin County Health Department – Kenansville



Cherie Berry
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National Safety Stand-Down Aims to Prevent Falls

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That's why this campaign has become a nationwide effort to remind and educate employers and employees in the construction industry of the serious dangers of falls, the leading cause of deaths in the construction industry. The stand-down events remind employers to pause work and have a conversation with workers about fall hazards, protective methods, and the company's safety policies, goals and expectations. It also provides an opportunity for workers to talk to management about fall hazards they see and how to prevent them in the future.

Trainers with ETTA are available to teach on a variety of regulated workplace safety and health topics. The trainers are also available to speak to associations, trade groups and conference attendees on safety and health topics and services offered by NCDOL. Visit the **NCDOL website** to learn more.



NCDOL Photo Library

Builders Mutual Insurance Co. sponsors a stand-down training session to prevent falls with H&H Constructors in Fayetteville, N.C., Tuesday, May 8, 2018. Hands-on training on fall protection was provided to workers inside Labor One.

Pentair Celebrates Carolina Star Certification

By Mary Katherine Revels, Public Information Officer

Employees of Pentair Pool and Spa in Sanford celebrated the company's initial Carolina Star certification on April 12. Labor Commissioner Cherie Berry attended the celebration to present Pentair with the Carolina Star certificate and flag. Employees enjoyed their time with music, lunch and games.

"At this site seven or eight years ago, we had leaders that were committed to making a fundamental difference," said Lance Hardin, Pentair director of operations. "We started that journey, figured out our way through it and now have an employee lead safety program. We are all fortunate to be a part of this organization."

Pentair in Sanford has five Together Employees Are Managing Safety (TEAMS) committees. The TEAMS meet weekly to assess safety initiatives. The TEAMS are considered to be the backbone of the safety program at Pentair in Sanford and have been essential in helping the site achieve the facilities Carolina Star initial certification.

"It takes a lot of hard work, effort and passion to be a Carolina Star participant," said Labor Commissioner Cherie Berry. "I am so proud of each of you, and it is my pleasure to welcome you to the N.C. Department of Labor Carolina Star family."

During the celebration, Megan Garner, Pentair EHS supervisor, handed out safety awards to two well-deserving employees. Tonya Varner, who works in materials operation, received the 2017 Safety Star Award. The award is presented to an employee for showing dedication to safety each day. The final award presented was the Safety All-Star Award. This award was presented to Phyllis Morgan, occupational nurse, for her passion and dedication to safety at the facility.

Pentair is a manufacturing facility for pool and spa pumps that are delivered throughout the United States. On June 8, 2017, during the Sanford Safety Awards Banquet, Pentair received a fifth consecutive year gold award and a 5 million-hour award.

Megan Garner closed the celebration with the slogan for Pentair in Sanford, "Do your part to be safety smart."



NCDOL Photo Library

Employees of Pentair display the Carolina Star certificate and flag along with Labor Commissioner Cherie Berry, far left, during a celebration in Sanford NC, April 12, 2018.

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Elevator and Amusement Device Bureau Gears Up For Fair Season

By Dolores Quesenberry, Communications Director

Prior to amusement rides opening to the public, the NCDOL Elevator and Amusement Device Bureau inspects every amusement ride each time the device is assembled. Since many rides are moved from venue to venue during fair season, some amusement rides are inspected numerous times. When the amusement device passes inspection, a certificate of operation is issued by the bureau. The certificate is usually posted near the entrance to the ride. Once the ride is inspected and is open to the public, it is the owner's responsibility to maintain the ride 100 percent to the manufacturer's specifications. Most accidents on midways are caused by patron or operator error. In an effort to reduce these types of accidents on midways throughout North Carolina, the voluntary Partnership Agreement was created to add another layer of safety measures at agricultural fairs throughout the state. A current list of fair partners is included below. To learn more, visit the [NCDOL website](#).



Fair Partners

- ★ Cabarrus County Fair
- ★ Chatham County Agricultural and Industrial Fair
- ★ Cleveland County Fair
- ★ Cumberland County Fair
- ★ Dixie Classic Fair
- ★ Duplin County Fair
- ★ Haywood County Fair
- ★ Hickory American Legion Fair
- ★ Iredell County Agricultural Fair
- ★ Lee Regional Fair
- ★ Lenoir County Agricultural Fair
- ★ N.C. Mountain State Fair
- ★ Onslow County Agricultural Fair
- ★ Pitt County American Legion Agricultural Fair, Inc.
- ★ Richmond County Agricultural Fair
- ★ Robeson Regional Agricultural Fair
- ★ Stanly County Fair
(American Legion Post #76 Agricultural Fair)
- ★ Wayne Regional Agricultural Fair
- ★ Wilkes County Agricultural Fair

City of Lincolnton Recognized For Workplace Safety

By Mary Katherine Revels, Public Information Officer

The N.C. Department of Labor recently celebrated two Safety and Health Achievement Recognition Program (SHARP) distinctions with the City of Lincolnton. The Street and Solid Waste Department was certified while the Distribution and Collection Department was recertified as participants in the program. The SHARP program recognizes private and public sector companies for a commitment to the safety and health of their employees.

Labor Commissioner Cherie Berry presented department officials with the SHARP flag and certificate during a meeting of the Lincolnton City Council on Thursday, May 3.

“It is evident that you understand nothing is more important than taking care of each other,” Commissioner Berry said. “Thank you for all you do to help North Carolina remain one of the safest states in which to work.”

The City of Lincolnton Street and Solid Waste Department is responsible for the disposal of solid waste; construction and demolition debris; hazardous and animal waste; household waste; electronic waste; tree trimmings and yard waste. The department makes over 200,000 collection stops each year.

The City of Lincolnton Distribution and Collection Department is responsible for the distribution of safe water from the Water Treatment Plant to homes and businesses and collecting the sewage and sending it to the Waste Treatment Plant.

“Achieving this status began with our safety consultant, Debbie Rogers-Lowery with Compliance Training Associates Inc., instilling the knowledge and skills they needed to be safe in their workplace,” said Steve Peeler, City of Lincolnton public works and electrical utilities director. “Safety is repetition and a willingness to absorb the information until it becomes a subconscious act. The employees wanted to take it back to their area and hang the certificate and flag where they could see it each day. That is how much it meant to them.”

The SHARP Award is designed for small to midsize 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. The Distribution and Collection Department received its initial SHARP certification in 2017.



Labor Commissioner Cherie Berry helps the employees of the City of Lincolnton celebrate the SHARP Award. From left to right: Commissioner Berry; Steve Littlejohn, Solid Waste; Taylor Braun, Distribution and Collection; Roger Hilton, Jr., Street and Property Maintenance; Aaron Upton, Distribution and Collection; Joe Metts, Street and Property Maintenance; Debbie Rogers-Lowery, Compliance Training Associates Inc.

Rodgers Builders Achieves New SHARP Construction Designation

By Dolores Quesenberry, Communications Director

Rodgers Builders is the latest construction company to obtain the coveted safety and health achievement recognition program (SHARP) designation from the N.C. Department of Labor for its expansion and renovation project at New Hanover Regional Medical Center in Wilmington. Rodgers Builders was presented with a banner and flag on March 27 at a ceremony to kick off the project. The renovation and expansion project, which is well underway, is expected to take three years from start to finish to complete.

The SHARP initiative is administered by the OSH Division's Consultative Services Bureau (CSB). The Program's purpose is to promote and recognize companies for a commitment to the safety and health of their employees. During the construction phase of this project, Chuck Murdock, CSB safety consultant, and Jiles Manning, CSB industrial hygiene consultant, will be available to the Rodgers Builders team to consult with and help mitigate potential hazards at the site.

"Moving forward, we will work very closely with Rodgers Builders to ensure that the onsite subcontractors are meeting Rodgers Builders' strict standards," Chuck Murdock said. "Their company standards go above and beyond state safety and health requirements in the workplace. This company is very proactive in their approach to safety and health by using technology to assist in their efforts."

Murdock explained that one example of how Rodgers Builders is going above and beyond occupational safety and health standards is by requiring all Rodgers' superintendents to carry an iPad with them while on the construction expansion and renovation site, so they can take pictures of potential hazards and send them to the onsite safety manager and sub-contractor representative who will immediately address the hazard. Rodgers maintains a record of all hazards that are reported or observed on the site and reviews these hazards to look for ways to prevent the same hazards from occurring in the future.

"Rodgers has gone to great lengths to manage a safe and successful construction environment at the New Hanover Regional Medical Center expansion project in Wilmington," Jiles Manning said. "SHARP construction employers are expected to go above and beyond with regard to safety and health and Rodgers has done that and more. Their integration of technology throughout all aspects of the project has contributed to their success at identifying and addressing potential problems before they become a danger to employees. Having worked with Rodgers on a previous SHARP construction project, I can say that they are continually looking for ways to improve their already impressive safety and health program. It is a pleasure to work with a company like Rodgers that truly values the safety and health of everyone involved in the project."

The massive construction project involves a 21,600 square-foot renovation and 16,000 square-foot addition to New Hanover Regional Medical Center's existing emergency department. Hundreds of subcontractors and construction workers will be involved during the construction phase of the project.

"It has been a pleasure working with NCDOL toward our OSHA SHARP designation," said Paul Cooper, Rodgers Builders' corporate safety director. "We thank NCDOL for taking the time to meet Rodgers project team and to get better acquainted with us and our construction safety practices. It is always all about going home each day to our families and loved ones. You guys are there to assist us in this endeavor."

If you would like to learn more about the SHARP initiative, visit www.labor.nc.gov or call 1-800-625-2267.



Rodgers Builders accepts the SHARP flag at a ceremony Tuesday, March 27, 2018, to designate the expansion and renovation project at New Hanover Regional Medical Center in Wilmington as a SHARP Construction site.

OSH Division Partners With Dude Solutions To Create First Podcast

Wanda Lagoe, bureau chief, Education, Training and Technical Assistance Bureau, recently had the opportunity to be a special guest on a podcast produced by Dude Solutions. Part of Dude Solutions' mission is to improve the efficiency, safety and operations of the places we live, work and learn.

In this episode, which runs about 20 minutes, the listener will learn about the differences between federal and state OSHA as well as new regulations, consultative services, training and education.

To listen to the podcast, visit Dude Solutions' [website](http://www.dudesolutions.com).

Bob Bitner, left, and Tony Butler, right, interview Wanda Lagoe, ETTA bureau chief, as they record the podcast at Dude Solutions in Cary, N.C., April 20, 2018.



Learn About NCDOL's Safety Awards Program

By Mary Katherine Revels, Public Information Officer

The N.C. Department of Labor's Safety Awards Program began in 1946. The program has grown to include 30 safety awards banquets annually across the state. The banquets take place between March and June. Labor Commissioner Cherie Berry along with Eursula Joyner, safety awards coordinator, attend the 30 banquets across the state and are tasked with presenting more than 3,000 workplace safety awards annually to private and public sector businesses. Banquet locations include Raleigh, Charlotte, Henderson, Roxboro, Ahoskie, Wilmington, Sanford and Asheville. The complete banquet schedule is located on [NCDOL's website](#).

The banquets are sponsored by various chambers of commerce, local businesses and the Safety and Health Council of N.C. During the banquets, two types of awards are presented, annual workplace safety awards and million-hour awards.

For an organization to qualify for an annual workplace safety award, it must have no fatalities during the calendar year at the site or location for which the award was given; and must have maintained an incidence rate at least 50 percent below the average for its particular industry group.

Once an organization qualifies for an annual workplace safety award, it will be determined if they qualify for a gold or silver award. The gold award is based on the days away, restricted, transferred (DART) rate, which includes cases of days away from work, restricted activity or job transfer. The silver award is based only on cases with days away from work. They are recorded when the worker misses at least one full day of work, not including the day of the injury.

Million-hour awards are given to organizations which accumulate 1 million employee hours with no injuries or illnesses involving days away from work.

To learn how to become involved in the safety awards program, visit [NCDOL's website](#).



NCDOL Photo Library

Charlotte area workplace safety award recipients listen to keynote speaker Labor Commissioner Cherie Berry at the Charlotte Safety Awards Banquet Friday, April 27, 2018. The event was co-sponsored by the Safety and Health Council of N.C.

NCDOL Reminds Public of Pool Hazards

As pools across the state begin to open for the summer season, NCDOL urges residents to review the department's Pool Safety **Hazard Alert**. The alert was issued last year to help increase public awareness of potentially life-threatening electrical hazards in and around pool areas.

The Occupational Safety and Health (OSH) Division issued the hazard alert after a fatal accident occurred at a swimming pool in 2016 on Labor Day weekend in Raleigh. In that fatal incident, water at the neighborhood pool became electrified due to a faulty water-pump connected to a deteriorated electrical system. The electrical system had not been tested or inspected for about three decades. The incident prompted a review of the safety requirements and recommendations swimming pool operators should use when dealing with electricity around pools.

While no new regulations were put in place by lawmakers during the last legislative session, senate bill 16 did require the Building Code Council to review electrical safety requirements for pools and to report its findings and recommendations by Dec. 1, 2017, to the N.C. General Assembly.

The OSH Division periodically develops alerts following fatal events, in an effort to prevent additional incidents from occurring. After the 2016 pool fatality, some counties in the state recommended that pool operators within their jurisdictions conduct electrical inspections at swimming pool facilities to ensure no hazards were present.



HAZARD

ALERT

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Swimming Pool Electrical Hazards

Swimming pools are enjoyed by millions of people around the world each year. When thinking of dangers associated with swimming, electrical hazards don't typically come to mind. However, pools utilize numerous pieces of electrical equipment and water and chlorine are excellent conductors of electricity. According to the United States Consumer Product Safety Commission, from 1996 to 2003, there were approximately 60 deaths and 30 serious injuries from electrical equipment in and around swimming pools. In addition, from 2003 to 2014, 14 deaths by electrocution in swimming pools were reported.

* Raleigh, N.C.'s The Rialto City Pool closed in 2014, one such facility occurred when a swimming pool became electrified due to a faulty water-pump connected to a deteriorated electrical system. The electrical system had not been tested/inspected for approximately three decades.



Swimming pools are enjoyed by millions of people around the world each year.



Some subtle signs of possible current in the water is when swimmers experience a tingling sensation, experience unexplained, unexplainedly have difficulty swimming, or receive a minor electrical shock touching a metal rail or ladder. Swimmers experiencing any of these signs should immediately exit the pool, avoiding metal rails and ladders and notify the lifeguard. If possible, all electrical power equipment at the pool should be turned off immediately.

Additionally, if a swimmer seems to be attached to a metal rail or ladder, or if a swimmer suddenly becomes motionless in the water, the swimmer may be experiencing an electrical shock. If a swimmer is suddenly motionless in the water and electrical current is suspected, do not jump in to rescue them.

Rescue

To perform a rescue, use a floatline shepherd's crook rescue hook and do not touch any metal railing or ladder. If a floatline shepherd's crook rescue hook is not available, turn off all electrical power immediately and call 911.

Electricity and the Human Body

Electrical current naturally passes through the human body on a daily basis, which allows necessary functions like movement and breathing. However, when current is introduced into the body from an outside source, depending on the current level, it can cause detrimental effects. Even small amounts of current can cause painful shocks, resulting in possible loss of muscle control in some cases. The individual may be able to free himself from the electrical source, receiving only minor injuries. However, if the individual is exposed to even small amounts of current while swimming, the individual could drown while immobilized. This is known as electric shock drowning. Electrocution is when the current traveling through the body results in death and is often associated with high levels of current that cause cardiac arrest, respiratory arrest, severe muscular contractions, severe nerve damage and burns. If water becomes electrified, swimmers, lifeguards, and pool operators are at risk of receiving electrical shocks and could lose their lives from either electric shock drowning or electrocution.



* If lifelines rescue hooks are not available, turn off all electrical power and call 911.

Follow **NCDOL** on:



DEADLY

Mistakes



By Judyth Niconienko, State Plan Coordinator

Fatal Event: On Jan. 10, 2015, a 36-year-old man died from asphyxia when he entered a full grain bin in an attempt to unclog the center sump at the base of the grain bin. The sump was attached

to an auger that transported the grain out of the bin. The auger was still operating while the victim was working. When the blockage was freed the grain began to move fast in a funneling flow. The victim was pulled downward where he was engulfed by the grain.

Investigative Findings: Two farm workers had been assigned the task of transferring grain from one grain bin to another as they had done many times before. When the auger was activated from the outside of the bin, to start moving the grain, nothing happened. The two men decided to enter the top of grain bin with a long PVC pipe with the intent of pushing it down into the grain to break up chunks around the sump. The grain in the bin was about 12 feet high when the men entered. After working for a while they thought they saw some grain movement so one of the men climbed out of the bin to see if the wheat grain was freely moving out of the auger discharge at the base of the grain bin. As the employee was climbing back up the grain bin he heard yelling but when he got to the top of the bin he did not see anyone. Fearing the worst he climbed back out of the bin again and switched off the auger then returned to the try and rescue his coworker. He used his phone to summon help. Farm staff arrived and soon after that the sheriff, EMS and fire department responded. It was too late. It was surmised that when the farm worker positioned himself over the auger and successfully broke up the chunks of grain, the grain began to flow and he became caught in the downward free flowing funnel of grain and suffocated as a result.

Discussion: Following interviews with the owner and operator, it was determined that there were no written operating procedures or a formal safety training program covering entering or working in the grain bins. Employees were exposed to engulfment hazard because they entered grain bins without using personal protective equipment such as a full body harness or boatswain's chain with a lifeline from the top of the bin. Additionally, the auger had not been turned off and locked out.

Employees can become caught or trapped by grain in several ways: entrapment or engulfment by flowing grain, collapse of bridged grain, and collapse of a vertical wall of grain.

1) Flowing grain – when the auger is running, it usually unloads from the center. The grain flows from the top surface down a center core to the unloading area in a manner known as an enveloping or funneling flow. The rate at which the grain is removed can be especially dangerous because an employee could be submerged in the grain in less than 30 seconds.

2) Out of condition (bridged) grain - grain that is damp can harden and create a crust on the top of the stored grain. When the grain bin is partially emptied the hard crust remains forming a bridge, sometimes many feet above the grain. If an employee enters the bin to check the grain level or probe the grain the bridge may fail and plunge him into the grain below.

3) Vertical wall of grain – An employee, who enters the bin to knock a wall of grain loose could be knocked off balance and become buried in an avalanche of grain.

There is a greater hazard to employees entering grain bins when an auger is running, however the presence of bridging or the potential for a vertical wall collapse make any entry into a grain bin a potentially hazardous operation at any time.

Recommendations:

- ☠ A hazard assessment should be performed for each job duty.
- ☠ Entry into bins containing grain should be prohibited unless a safety plan is developed and implemented using standard operating procedures for unloading and cleaning the grain bins.
- ☠ The use of a grain bin lifeline system, as recommended by the Grain Handling Safety Coalition, utilizes equipment and procedures necessary to keep a person that enters a grain bin from being entrapped above their waist in grain.
- ☠ If you do enter the bin, make sure all augers and fans are off and locked out so they are not accidentally turned on while in the bin.
- ☠ Don't enter a grain bin alone. Make sure all staff are trained on rescue procedures and know the safety procedures and rules for entering the bin.
- ☠ Install a ladder inside grain bins for an emergency exit whenever possible and paint them brightly so they can be easily located.
- ☠ Stay near the outer wall of the bin and keep walking to get to the ladder as quickly as possible if grain starts moving and you're inside.

We're just a click or phone call away!

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WORKPLACE WORRIES



By Christine Ryan, Administrator, Wage and Hour Bureau

Q: *I am planning on hiring some teenagers to help in my business. How do I get a work permit for them and who is required to fill out the application?*

A: The youth employment certificate must be obtained online on the N.C. Department of Labor website. With a recent website redesign, NCDOL placed the youth employment certificate prominently on its home page at www.labor.nc.gov. The option for local departments of Social Services to review youth employment certificates was eliminated in August of 2017 when the Wage and Hour Act was amended by the N.C. General Assembly. With this recent change to the Wage and Hour Act, the youth employment certificate may only be obtained online from NCDOL.

Once a job offer has been accepted, the youth, parent or employer can enter the information on the application. It is a common misconception that the certificate can only be completed by the youth. Please note that connection to a printer is needed to complete the process. Once printed, the certificate must be signed by the youth, a parent and the employer. The employer is required to maintain the certificate on file at the business for two years.

Youths under 18 may not be employed in any industry that has been determined to be hazardous or detrimental to safety. The job duties performed by the youth should be explained to the applicant before he or she attempts to complete the youth employment certificate. For example, while a 17-year-old may work in a sandwich shop assembling subs, he or she may not operate the meat slicer. In addition, there are certain time of day and shift limitations for the employment of youths ages 14 to 15. Children under 14 may only be employed as newspaper distributors, by the youth's parent, or in modeling or acting in movie, television, radio or theater production. However, even if a youth is employed in a business owned by his or her parent, the parent is still responsible for obtaining a youth employment certificate and the youth may not perform work that is hazardous or detrimental.

Employers who have questions about youth employment rules are welcome to contact the N.C. Department of Labor's call center at 1-800-625-2267 to discuss the situation with an information specialist.



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Bulletin Board

Mine and Quarry Training

New Miner Training

June 11-13, Wake Forest

June 18-20, Greensboro

Annual Refresher Training

June 14, Wake Forest

June 21, Greensboro

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

Eastern Carolina Safety and Health School

June 14-15, New Bern

Training Course in OSHA Standards Refresher

July 10, Raleigh

Click [here](#) for more information.

This workshop is designed for personnel in the public and private sector who have completed the NC500/NC501 Trainer Course in Occupational Safety and Health Standards for the construction and general industry and who are active trainers in the outreach program. It provides an update on topics relating to OSHA construction standards, policies and regulations. Construction/General industry outreach trainers are required to attend this course once every four years to maintain trainer status.

OSH Webinar Courses

Visit the OSH Training Schedule Calendar [here](#) to view upcoming internet training and other safety courses. Check the calendar for new courses being added soon. Among the courses being offered include:

- ♦ Lockout / Tagout
- ♦ Inspection Process
- ♦ Excavations and Trenching
- ♦ Heat Stress
- ♦ Toxic and Hazardous Substances

Complying With OSHA Construction Industry Standards Beginners Level

July 25-26, Raleigh

Click [here](#) for more information.

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. Only EHS professionals that are currently employed with five years or less of EHS experience should sign up for this course. To ensure this requirement is being met, you must complete a CERTIFICATION FORM and email to Wanda Lagoe at wanda.lagoe@labor.nc.gov. If you meet both requirements for the course, you will be sent a password that will allow you to register for the course.

This beginner's level two-day course will cover construction standards, state specific standards for construction and the recordkeeping standards. Upon completion, the attendee will know which standards apply to them, what requirements need to be met to comply with the applicable standards and most materials needed to meet the requirements. This includes a safety and health management program, PowerPoint presentations, training handouts, and an industry guide detailing the standards that have special requirements (i.e., inspections, tests, training, programs).

10-Hour Construction Industry Course

Aug. 8-9, Raleigh

Click [here](#) for more information.

This course is designed to help employers understand OSH regulatory requirements and 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.

Long Term Care Workshop

Aug. 14, Raleigh

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.