



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

Labor

LEDGER

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Knowing the Signs and Symptoms of Heat Stress Could Save a Life

By Ed Geddie, Health Standards Officer

Now that summer has arrived, the N.C. Department of Labor is urging employers and employees who work in hot and humid environments during the summer months to exercise caution and know the signs of heat stress.

“Extreme weather-related conditions can cause a number of health-related illnesses for workers in North Carolina,” said Kevin Beauregard, director of the NCDOL Occupational Safety and Health Division. “Those who come to North Carolina to work from other parts of the U.S. or 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 can occur. These include heat cramps, heat exhaustion and heat stroke, the most severe of these illnesses.

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

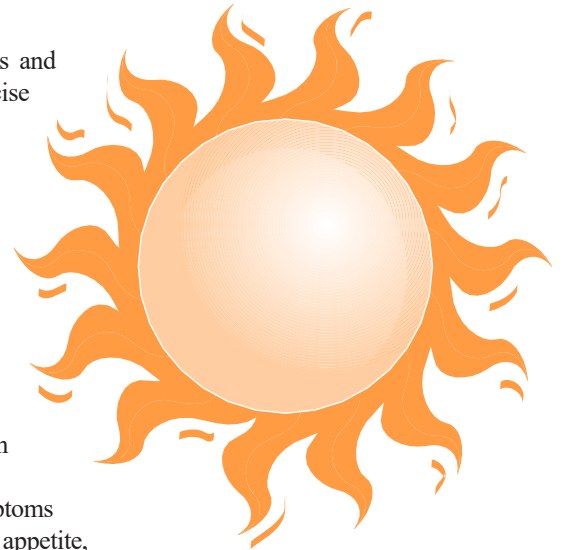
Heat exhaustion is a result of the combination of excessive heat and dehydration. Symptoms may include fatigue, headache, dizziness, profuse sweating, rapid pulse, thirst, loss of appetite, nausea, vomiting and fainting.

Untreated heat exhaustion can lead to heat stroke, which is the most serious disorder associated with heat stress and can be deadly if not properly treated. Symptoms of heat stroke include skin that is hot, dry and flushed. Other symptoms include rapid pulse, confusion, nausea, convulsions, abnormally high body temperature and unconsciousness. Heat stroke is a medical emergency.

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.

Many of these materials can be found on the NCDOL safety and health topic **webpage for heat stress**. In addition, episode 17 of the *Inside NC Labor* podcast, covers heat stress.

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



HEAT STRESS

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Follow NCDOL on:





From Labor Commissioner Cherie Berry

The 2019 safety awards banquet season wrapped up at the end of June. It was such a privilege to attend each banquet and present safety awards to many of you, our Labor Ledger subscribers. Please take a minute to read the article covering highlights from this year's season, where more than 3,000 companies were recognized for outstanding workplace safety and health achievements.

We appreciate the support provided by the various chambers of commerce, the Safety and Health Council of North Carolina and many businesses throughout the state that help make these banquets a reality. Not only do they provide financial and logistical support for this program, but they embrace the voluntary safety compliance culture that we have jointly promoted for close to two decades. Without their support, the banquets would not be possible.

I look forward to attending the banquets in 2020, which will be my last season as your state labor commissioner. It has truly been a privilege to attend these banquets over the years and personally present these awards to all the outstanding employers and employees who make workplace safety and health a priority.

Another important article in this edition of the Labor Ledger covers the signs and symptoms of heat stress. August is traditionally the hottest month in our state, so please be sure to read and share the article with your colleagues who work outdoors.

Finally, NCDOL recently announced two new leadership roles within its Standards and Inspections Division. Please take a minute to learn about the new leaders in the department's Wage and Hour and Boiler Safety bureaus on page 6.

Cherie Berry



NCDOL Photo Library

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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. For a complete list of **Star** and **SHARP** sites, visit the NCDOL [website](http://www.labor.nc.gov).



Carolina Star *Recertification

Boise Cascade Co., *Roxboro**
General Electric – Aviation, *Wilmington**
Hospira, a Pfizer Co., *Rocky Mount**
The Sherwin-Williams Co., *Charlotte**



SHARP *Recertification

Wrightsville Farms Mgmt. dba Jungle Rapids, *Wilmington**
Cape Fear Public Utility Authority – 1833 North 5th St., *Wilmington**
Cape Fear Public Utility Authority – 2311 North 23rd St., *Wilmington**
Cape Fear Public Utility Authority – 628 Groundwater Way, *Wilmington**
Century Furniture Co. LLC, *Hickory**
Theiman Manufacturing Technologies, *Ellenboro**
Ball Dermpath PA, *Greensboro**
American Phoenix Inc., *Fayetteville**



Cherie Berry
Commissioner of Labor

Editor..... Mary Katherine Revels
Assistant Editor..... Natalie Bouchard
Layout and Design..... Jeff Wilson
Publications Bureau Chief..... Mike Daniels

1101 Mail Service Center, Raleigh, NC 27699-1101

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Fair Season in Full Swing in North Carolina

By Natalie Bouchard, Public Information Officer

The smell of local foods and funnel cakes wafting through the air, the magnificent display of record-breaking farm animals and produce and, of course, the thrilling amusement rides are just a few of the reasons that the upcoming fair season is so greatly anticipated by North Carolinians. The official season runs from May through November and is a comprehensive experience of North Carolina culture.

Besides the profound effect that agricultural fairs have on local agrarian economies, these fairs, that take place from the mountains to the coast of North Carolina, bring a sense of community along with entertainment all while emphasizing the significance of North Carolina growers and farmers.

“Agricultural fairs offer a fun way to bring communities together, while highlighting agriculture’s many contributions. I am proud of these fairs for sharing the message that agriculture is our state’s number one industry, driving the economy and producing food, fiber and fuel,” said state Commissioner of Agriculture Steve Troxler. “We want people to understand that food doesn’t come from a grocery store, but through the hard work of farmers. Agricultural fairs help bridge the understanding between the farming and non-farming public, and often may be the only place where the public has an opportunity to see and interact with farm animals.”



An NCDOL inspector from the Elevator and Amusement Device Bureau works to certify a ride to make sure it is fit for operation before opening day at the 2018 N.C. State Fair.



NCDOL inspectors conduct mechanical safety tests to ensure that the State Fair Flyer, a permanent chairlift at the N.C. State Fairgrounds, is safe for patrons to enjoy for the 2018 fair season.

While agriculture is the mainstay of these fairs, patrons also come to experience the mix of sheer terror and joy from carnival rides. If you are one of the millions planning to visit your local North Carolina fair and conquer a rollercoaster, Ferris wheel or any other amusement device, it may ease your mind to know that North Carolina is one of the safest states in America for this particular adventure.

The Elevator and Amusement Device Bureau of the N.C. Department of Labor is required by law to inspect each ride every time it is assembled in the state. Some rides move between fairs throughout the year and are, therefore, inspected multiple times. Permanent rides, like the State Fair Flyer, a chairlift that spans across the midway of the N.C. State Fairgrounds, are inspected once per year.

Once a ride passes inspection, a certificate of operation is issued by the bureau. The certificate is usually posted near the entrance to the ride. NCDOL ride inspectors certified more than 100 rides during last year’s N.C. State Fair alone.

“Our biggest responsibility is making sure each ride is safe,” said Tommy Petty, assistant bureau chief of the Labor Department’s Elevator and Amusement Device Bureau. “We literally check every lap bar, seat belt, nut, bolt, screw, pin, electrical

component and operation practices before we will clear a ride to operate in this state.”

The N.C. Department of Labor is involved in the inspection and certification of amusement devices across the state to ensure the safety of fairgoers and amusement ride patrons. The bureau also makes sure that ride operators are knowledgeable about how to operate their rides safely.

“The goal of the Department of Labor is to make sure that everyone has a wonderful, happy, safe experience at these outstanding events,” said Labor Commissioner Cherie Berry. “Our inspectors work tirelessly to ensure that every single part of every single ride meets the manufacturer’s specifications before the rides open for the public to enjoy.”

Statistics show that most accidents on amusement rides are caused by patron error and are typically preventable. If you are planning to attend one of the many agricultural fairs this year, please be mindful of the following **Rider Safety Tips**:

- ★ Put up or tie back long hair. ★ Tuck in loose clothing. ★ Avoid electrical boxes and cables. ★ Don’t sit on ride fence.
- ★ Check your seat restraints and notify operator if restraint is loose or unlocked.
- ★ Watch where you and your children are walking. ★ Make sure ride operator is paying attention to the ride.
- ★ Do not leave your children unattended at any time. ★ Make sure your children have identification.
- ★ Have a planned place to meet if you or your children become separated.
- ★ Tell your child to find a police officer if he or she cannot find you.
- ★ Pay close attention as to whether or not a chaperone or responsible person is required.
- ★ Pay close attention to height requirements on each ride as some have been modified to enhance guest safety.

ASH Partners with Organizations to Provide Training on Farms

By Felicity Walston, ASH Bureau Summer Intern

As we endure the hottest time of the year, members of the Agricultural Safety and Health Bureau collaborated with other organizations to provide on-site training on three farms in eastern North Carolina. The training was provided to workers, growers and farm labor contractors to ensure safe work environments and compliance with fair labor practices, labor laws and regulations.

On Tuesday, June 4, two ASH inspectors attended a workshop for farm labor contractors in Rocky Mount. Presentations were given in Spanish to 13 contractors in attendance. One ASH inspector presented an overview of the bureau's role and covered requirements pertaining to migrant housing, field sanitation, OSHA 300 Logs and training. Other groups that presented included USDOL, N.C. Department of Commerce, N.C. Cooperative Extension, Project NO REST and a Health Care Clinic.

Two weeks later, June 18 and 20, members of the ASH Bureau participated in training events for growers and farmworkers at farms in Pinetops and Ruffin. ASH staff presented to a total of 310 Spanish-speaking farmworkers. The presentations discussed migrant housing regulations, growers' expectations for the workers for maintaining the housing, heat stress prevention, and identifying venomous snakes, spiders, and ticks.

At this training, ASH staff also presented information to a total of 79 growers about the most frequently cited standards, site-specific machinery training, injury reporting and recording, and emergency preparedness. Other agencies in attendance were representatives from the N.C. Department of Agriculture, EMS from Edgecombe and Rockingham Counties, N.C. State Extension, U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, N.C. Department of Commerce and Greene County Healthcare.

The workers and growers rotated between stations to listen to 20-minute presentations from the groups presenting. Topics included CPR, pesticide safety, basic first aid, harassment and labor laws. Booths representing the General Consulate of Mexico, Telamon Corp. and Project No Rest were on-site as well.



During a training event in June, Johana Ramirez, ASH Bureau inspector, speaks about venomous snakes in North Carolina. Other topics included heat stress and migrant housing regulations.



Be sure to check out NCDOL's podcast, **Inside NC Labor**. Episodes 14, 15 and 16 include special guests Joe Long, safety standards officer with NCDOL's Education, Training and Technical Assistance Bureau (top left), Wes Sells, safety coordinator for B.R.S. Inc. and member of the National Utility Contractors Association (above), Sharon Owens, safety, health and environmental affairs manager with Flowserve; Jeff Palombo, VP of safety operations, and Jared Selkirk, field safety engineer; both with Robins & Morton; Eursula Joyner, safety awards coordinator with NCDOL; and Labor Commissioner Cherie Berry (left). **Inside NC Labor** is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.



Highlights from the 2019 Safety Awards Season

By Eursula Joyner, Safety Awards Coordinator

The N.C. Department of Labor concluded another successful safety awards season on June 28 in Mt. Airy, a little more than three months after the first banquet was held in Lincolnton. This year, NCDOL presented 3,201 awards to workplaces for outstanding workplace safety and health achievements. The awards included 2,629 gold awards, 487 silver awards and 84 Million-Hour Awards earned by companies.

The banquets are sponsored by various chambers of commerce, the Safety and Health Council of North Carolina and many businesses across the state.

“We are fortunate to have co-sponsors to assist us in making each banquet a success,” Labor Commissioner Cherie Berry said. “It would be hard to continue the program without their support.”

The Safety Awards Program began in 1946 and since then has recognized thousands of award recipients throughout North Carolina. This year we had record-breaking attendance with more than 4,100 attendees.

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.

“Presenting safety awards is such an honor for me and it is encouraging to see the overall attendance grow each year,” Labor Commissioner Cherie Berry said. “Many banquets saw record attendance, which shows how much these companies value workplace safety and health.”

Participation in the program is voluntary. Interested companies may fill out the application request form on the [NCDOL website](#). Applications will be sent in January.



During the Safety Awards Banquet in Hickory, Louisiana Pacific – Roaring River, receives its 45th consecutive-year Gold Award. The Hickory banquet was held Thursday, June 27, 2019.

Outstanding Safety Award Achievements

20th Consecutive Year

City of Morganton, Water Treatment Plant
County of Person, Department Finance and Taxation
County of Wilson, Agriculture Extension/Soil Conservation
Fayetteville Metropolitan Housing Authority, Section 8
and Administrative Departments
J.W. Jones Lumber Co.
Liggett Group, Primary Department
Martin Marietta Materials - NC East District, Benson Quarry
N.C. Department of Public Safety, Central Engineering Division
Nutrien - Aurora, Technical Services Department
Person Industries, PI Main
R.J. Reynolds Tobacco Co., RJRT Main Office
West Rock, Manufacturing 5160

21st Consecutive Year

Capricorn Electronics Inc.
Diversified Graphics Inc.
Hildreth Wood Products Inc.
Lee County, Enrichment Center Senior Services
Martin Marietta Materials - NC East District, Onslow Quarry
Mundy Maintenance, Services and Operations, Maintenance at
DAK Americas (Leland)
NEO Corp.

22nd Consecutive Year

City of Concord, Communications/Radio Shop
HSM Solutions, Corporate Office
Nutrien - Aurora, Accounting
Nutrien - Aurora, Health and Safety Department
Nutrien - Aurora, Human Resources Department
Nutrien - Aurora, Maintenance Services Department
Nutrien - Aurora, Materials Department
Nutrien - Aurora, Administration and Public Affairs

23rd 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

24th Consecutive Year

Debbie's Staffing

25th Consecutive Year

GE Aviation

26th Consecutive Year

Lee County, Library System

28th Consecutive Year

C & R Hard Chrome Service Inc.
Curtiss-Wright Sensors & Controls, Actuation Systems Division
Del-Mark Inc.
Global Nuclear Fuels - Americas, Fuel Component Operation

29th Consecutive Year

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

30th Consecutive Year

Clariant Corp., Monroe Road Charlotte Facility

31st Consecutive Year

New Hanover County, Human Resources Department
Town of Valdese, Administrative Department

32nd Consecutive Year

Glen Raven Inc., Executive Offices

33rd Consecutive Year

Syngenta Crop Protection LLC, Greensboro Facility
Town of Garner, Planning Department

34th Consecutive Year

New Hanover County, Finance Department

37th Consecutive Year

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

40th Consecutive Year

National Gypsum Co., Corporate Offices

42nd Consecutive Year

ATI Specialty Materials, Monroe Operations

45th Consecutive Year

Louisiana Pacific - Roaring River

47th Consecutive Year

Econo Oil Inc.

4 Million Hours

Perdue Foods LLC, Lewiston Processing Facility
AC Corp.
Patheon Manufacturing Services LLC
Hickory Chair
M.J. Softe LLC Rowland Plant
Century Contractors Inc.

5 Million Hours

Patheon Manufacturing Services LLC

6 Million Hours

Patheon Manufacturing Services LLC
Electrolux Major Appliances

10 Million Hours

Keihin Carolina System Technology Inc.

11 Million Hours

Syngenta Crop Protection LLC, Raleigh

**Congratulations to all our
Safety Award and Million Hour
Recipients!**



New Leadership Announced Within Standards and Inspections

By Mary Katherine Revels, Public Information Officer

The Standards and Inspections Division of the N.C. Department of Labor recently announced a couple of big changes within its leadership roles that we would like to share with our *Labor Ledger* subscribers.

Don Kinney was named bureau chief for the Boiler Safety Bureau while Kisha Holmes assumed the role of bureau chief for the Wage and Hour Bureau. Both Kinney and Holmes were promoted from within the agency.

“We are excited to have Don Kinney take over as bureau chief for the Boiler Safety Bureau,” said Phil Hooper, deputy commissioner of the Standards and Inspections Division. “Don has some big shoes to fill for the previous chief, Cliff Dautrich, who retired at the end of June. With Don’s prior experiences we are confident that Don will do a great job in his new position.”

Kinney brings several years of experience with the bureau to the table as the new bureau chief. His background includes law enforcement, electrical, plumbing and heating work, and experience as a boiler inspector. In his spare time, Kinney has a passion for nature photography, kayaking, hiking or really doing anything outside.

“I would love to continue Cliff’s legacy of operating as a professional and proficient bureau,” Kinney said. “We have a great reputation and I want to continue that and continue to improve.”



Labor Commissioner Cherie Berry presents Kisha Holmes with the Commissioner’s Award for Excellence in Service during the Employee Recognition Banquet in 2011.

Holmes assumed her new role after the previous administrator, Christine Ryan, accepted a position with another state agency. As the head of the Wage and Hour Bureau, Holmes also replaces Ryan as the author of the *Labor Ledger*’s popular column, Workplace Worries.

“We are pleased to have Kisha Holmes take over as the head of the Wage and Hour Bureau,” Hooper said. “Kisha has the needed skills and experience to successfully take over the bureau and to continue leading in the direction set by the previous leader.”

Holmes has been with NCDOL for 12 years, starting her career at the department as a Wage and Hour Bureau investigator. She was promoted several times within the Wage and Hour Bureau and received Commissioner Berry’s Award for Excellence in Service in 2011. Kisha enjoys traveling and says her favorite place she has been so far is Los Angeles, Calif.

“My goal is to get the bureau in a place where investigators can concentrate on the current cases and not have the pressure of a backlog,” Holmes said.



The Boiler Safety Bureau hosts a welcome party for the new bureau chief, Don Kinney, Tuesday, June 11, 2019. Kinney takes over as head of the bureau after several years of experience under the previous chief, Cliff Dautrich.



Be sure to check out NCDOL’s podcast, **Inside NC Labor**. Episodes 17 and 18 include special guests Hollis Yelverton, standards supervisor with the Education, Training and Technical Assistance Bureau (left), Jeff Wilson, graphic designer with NCDOL (right). **Inside NC Labor** is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.

DEADLY

Mistakes



By Judyth Niconienko, State Plan Coordinator

Fatal Event: On Oct. 16, 2014, an 82-year-old man died from complications related to a fall from a roof.

Investigative findings: The employee was working as part of a three-man crew to remove two 4-by-4 foot roof curbs on a 1/4 inch-per-foot pitched roof. When the curbs were removed, a new section of roof was to be installed. The building was about 50,000 square feet and had a metal roof, 22 feet above a concrete slab. The metal roof consisted of multiple 24-gauge roof panels which were 16 inches wide with a 2-inch lip on the edges to interlock the panels.

On the first day of the job, materials were staged onsite and the roof was prepped for work to begin. On the second day, one curb was removed, and the new section of roof was installed. On the third day, the second roof curb was removed and while the area was being prepared to receive the new roof panels the employee stepped to the edge of the opening. The metal buckled slightly causing the employee to lose his balance and fall about 22 feet to the concrete slab below. The employee broke numerous bones and later died from medical complications related to the fall.

Discussion: When the company owner was asked about his employees wearing fall protection, he indicated that fall protection was not being used the day of the incident and had not been used on either of the previous two days because he did not think fall protection was required when working in the middle of a flat roof.

When the curbs were removed, a large hole was created and no protective measures were in place to assure the employees did not fall through the hole.

The fall protection standard, 29 CFR 1926.501(b)(4)(i), states that “each employee on walking/working surfaces shall be protected from falling through holes (including skylights), more than six feet (1.8 m) above lower levels, by personal fall arrest systems, covers, or guardrail systems erected around such holes.”

In this instance, a personal fall arrest system would have been the most effective means to protect the employees.

A PFAS is designed to safely stop a fall before the worker strikes a lower level. It includes three major components:

- ✖ An anchorage to which the other components of the personal fall arrests systems are rigged.
- ✖ A full body harness worn by the worker.
- ✖ A connector, such as a lanyard or lifeline, linking the harness to the anchorage. (A rip-stitch lanyard, or deceleration device, is typically a part of the system.)

Recommendations for Employers:

- ✖ Complete a site-specific hazard assessment to account for the hazards present throughout each stage of the work being performed and address how they will be mitigated.
- ✖ Use the most effective fall protection systems on each jobsite to adequately address fall hazards and the safety of employees.
- ✖ Provide fall protection training for all workers who may be exposed to fall hazards. The training must be conducted by a **competent person** and include information on how to recognize fall hazards and what procedures to follow to minimize them.
- ✖ Provide training that addresses how to inspect, erect, disassemble and maintain the fall protection equipment involved in the work and certify that workers have been trained.

WORKPLACE WORRIES



By Kisha Holmes, Bureau Chief, Wage and Hour Bureau

Question: *Can an employer make deductions from my paycheck if I lost or damaged company property?*

Answer: Yes, an employer may make deductions from an employee's paycheck if they are required to do so by state or federal law. **Examples include income taxes, FICA and**

court-ordered garnishment of wages. Beyond this, an employer is required to have written authorization, signed by the employee, on or before the pay day in which the deduction will be made; it must include the reason for the deduction, and state the actual dollar amount or percentage of wages that are to be withheld from the paycheck.

Question: *If an employee steals money from me, do I have to pay them any remaining wages owed?*

Answer: An employer may withhold or divert a portion of an employee's wages if they have an authorized deduction to do so or if criminal charges have been issued against the employee. If criminal charges have been issued, the employer is still required to pay the employee minimum wage for all hours worked. If the complainant works over 40 hours in a workweek, any overtime hours worked must still be paid at time and one half the regular rate of pay.



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Bulletin Board

Mine and Quarry Training

New Miner Training

Aug. 19–21, North Wilkesboro

Sept. 16–18, Bakersville

Oct. 21–23, Spruce Pine

Annual Refresher Training

Aug. 22, North Wilkesboro

Sept. 19, Bakersville

Oct. 24, Spruce Pine

To register for any of these classes,
call the Mine and Quarry Bureau at 919-707-7932.

10-Hour General Industry Awareness Course

Sept. 11–12, Raleigh

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 basic overview of the General Industry Safety and Health Standards, 29 CFR 1910.

SAVE THE DATE

SAFE + SOUND
Week August 12–18, 2019

CELEBRATE YOUR SAFETY SUCCESSES



Carolina Star Safety Conference

Sept. 25–27, Greensboro

Click [here](#) for more information.

OSH Webinar Courses

Visit the **OSH Training Schedule Calendar** to view upcoming internet training and other safety courses. Among the courses being offered include:

- ♦ Lockout/Tagout
- ♦ Concrete and Masonry
- ♦ Excavations and Trenching
- ♦ Machine Guarding
- ♦ Confined Space Entry
- ♦ Heat Stress

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