



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

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LEDGER

Historical Boilers Showcased at Annual Event in Carthage

By Mary Katherine Revels, Public Information Officer

Typically, boilers and pressure vessels do not come to mind when you think of the N.C. Department of Labor. Did you know that NCDOL, in fact, has a Boiler Safety Bureau? The Boiler Safety Bureau inspects new and existing pressure equipment installations for businesses, institutions, industries, assemblies, schools, apartments and other multifamily dwelling locations. Additionally, the bureau inspects pressure equipment in hotels, motels, camps, cottages and resort lodges.

The Boiler Safety Bureau, working with owners of historical boilers, adopted the National Boiler Inspection Code for Historical Boilers in 2013. This allowed standardized procedures for the inspection and repairs of these boilers.

“We inspect historical boilers, also referred to as exhibition boilers,” said Jeremy Smith, Boiler Safety assistant bureau chief. “These boilers were manufactured in the 1900s and are used as steam engines. Our job is to make sure these machines are operating correctly so there isn’t an incident when you have families walking around at a festival.”



NCDOL Photo Library



NCDOL Photo Library

Boiler Safety Bureau inspectors take thickness measurements on machines that will be in operation during the 100+ Years of Progress Ederville Train and Tractor Show on Wednesday, Oct. 30, 2019. Inspectors compare thickness to the last inspection when conducting these tests.

One showcase for several historical boilers in North Carolina is the 100+ Years of Progress Ederville Train and Tractor Show. This year was the 14th annual show that took place in Carthage Nov. 1–3. The planning for this show takes place several months in advance. Testing and inspecting of several machines, that were in operation during the show, started in September.

“When we come out to inspect, our main focus is safety,” said Paul Martin, Boiler Safety Bureau eastern supervisor. “We check the integrity of the machine by testing and comparing the thickness.”

Testing for thickness of the devices’ components helps prevent potential explosions. Inspectors compare thickness to the last inspection when conducting the tests to detect any changes in the integrity of the device.

In November, Jeremy Smith recorded a podcast further discussing the process of inspecting historical boilers. Be sure to tune in to **episode 25** of the *Inside NC Labor* podcast to learn more.

Paul Martin, eastern supervisor, examines the interior of a boiler for any faults prior to opening day of the 100+ Years of Progress Ederville Train and Tractor Show on Wednesday, Oct. 30, 2019.

Season's Greetings





From Labor Commissioner Cherie Berry

I am happy to report that we had another very successful N.C. State Fair with no major amusement ride incidents occurring during the 11-day run of the fair. This is quite an accomplishment when you consider that NCDOL ride inspectors oversaw the assemblage of more than 100 amusement devices throughout the midway in preparation for the state's premier agricultural event. Though an inspection is only a snapshot in time, this year's safety record at the fair speaks to the quality of our ride inspection program, which protects millions of North Carolinians each year.

As the amusement rides arrived at the fairgrounds, the NCDOL team of inspectors were there every step of the way to ensure all devices were properly assembled and ready for the public to enjoy. I cannot say enough about the importance of our inspectors' role at the N.C. State Fair, and I applaud each one on a job well done. For more on this year's state fair, please see the wrap-up article on page 4.

On another note, our state received good news in November concerning the injury and illness rate for private industry. The rate for private industry in 2018 was statistically unchanged at 2.4 per 100 full-time workers. The injury and illness rate is the best barometer for monitoring how we are doing in terms of safety and health statewide as the rate accounts for growth and reduction in total hours worked in industry. To learn more about the injury and illness rate, please see the article on page 8.

Lastly, the safety awards application process will open in January and the deadline for submitting applications is Feb. 14. Previous participants should be on the lookout for a letter in early January and any business that would like to learn more about the program should call Eursula Joyner, the safety awards coordinator, at 919-707-7855. Next year will be my last safety award season as labor commissioner and I have been proud to be a part of its rich 73-year history these past 19 years. I hope to see you at the banquet in your area.

Cherie Berry



Nova Development

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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](#).

Building Star *Recertification

Choate Construction Co., Raleigh

Carolina Star *Recertification

- ABB Industrial Connections and Solutions, LLC, *Mebane**
- BHS Home Appliances Corp., *New Bern*
- Clean Harbors Environmental Services, LLC, *Reidsville**
- Corning Optical Communications, LLC, *Hickory**
- Hyster-Yale Group, Inc. *Greenville**
- Metal Tech of Murfreesboro, Inc.*
- Pfizer, *Sanford**
- Sonoco Recycling – New Hanover County, *Wilmington*
- Sonoco Recycling – Onslow County, *Wilmington*

SHARP *Recertification

- | | |
|---|---|
| Lutheran Home Hickory West, <i>Hickory*</i> | Sysco Raleigh LLC, <i>Selma*</i> |
| SANS Technical Fibers, <i>Stoneville*</i> | Mohawk Industries, <i>Thomasville*</i> |
| Industrial Opportunities Inc., <i>Andrews*</i> | Twin Lakes Community, <i>Burlington*</i> |
| Cincinnati Thermal Spray, <i>Rocky Point*</i> | City of Eden Public Utilities, <i>Eden*</i> |
| Jordan Lumber & Supply Inc., <i>Mount Gilead*</i> | |
| Salem Industries Division of Gaston Skills Inc., <i>Lincolnton*</i> | |



N.C. Department of Labor

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Labor Department Celebrates Completion of Two-Year Safety Partnership with Fluor

By Mary Katherine Revels, Public Information Officer

On Wednesday, April 6, 2017, the Occupational Safety and Health (OSH) Division signed a partnership agreement with Fluor Enterprises Inc. for the construction of the new Novo Nordisk Diabetes Active Pharmaceutical Ingredient (DAPI) manufacturing facility in Clayton.

Over the next two and half years, 2,500 craft employees and subcontractors would build more than 830,000 square feet at the site. On Wednesday, Oct. 2, 2019, a closing ceremony was held to celebrate a successful partnership.

“Partnerships are so very important to us at the Department of Labor,” said Labor Commissioner Cherie Berry. “We take pride in the fact that our employees are able



During the closing ceremony for the OSH Division partnership, Justin Lamb, Fluor project manager, accepts a certificate from Labor Commissioner Cherie Berry on Wednesday, Oct. 2, 2019.

to work so closely with you, your subcontractors and everyone involved in this job to make sure all employees at the worksite are safe and healthy from known hazards in the construction industry.”

Fluor Enterprises Inc. is one of the world’s largest publicly traded engineering, procurement, construction, maintenance and project management companies. Expanding over 100 countries, Fluor employs more than 60,000 employees. The company’s integrated solutions approach spans the entire capital project life-cycle, which helps reduce costs, improve certainty of delivery and increase safety.

The new Novo Nordisk DAPI manufacturing facility is being built adjacent to Novo Nordisk’s existing facility, which is involved in the formulation, filling and packaging of diabetes medicines. The new plant will produce active pharmaceutical ingredients for a range of current and future GLP-1 and insulin products for Novo Nordisk.



During the closing ceremony for the OSH Division partnership, Scott Stofan, Fluor senior project director, accepts a certificate from Labor Commissioner Cherie Berry on Wednesday, Oct. 2, 2019.



Be sure to check out NCDOL’s podcast, **Inside NC Labor**. Episodes 25 and 26 include special guests Jeremy Smith, Boiler Safety assistant bureau chief (left), and Shannon Council, administrative supervisor of the Wage and Hour Bureau call-center (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.



Another Successful and Fun N.C. State Fair

By Natalie Bouchard, Public Information Officer

The main goal of the annual N.C. State Fair is to showcase and promote the state's agriculture, agribusiness, arts, crafts and culture, and this year was no exception. The 11-day fair boasted 938,029 people in total attendance as people from across the state and country came to enjoy the sights, sounds, tastes and smells of this annual event.

Among several wonderful sights, fairgoers could witness a 1,506.5-pound pumpkin as part of the N.C. State Fair's Great Pumpkin and Watermelon Weigh-Off. The Village of Yesteryear hosted more than 75 crafters who displayed and sold their work. The livestock competitions, which have been a fair tradition for over 160 years, drew thousands of worthy entries. Fairgoers got to enjoy 117 free concerts on the fairgrounds throughout the weeks. About 200 food vendors were present, including this year's "Best New Food" winner Tropical Delights, who sold delicious Pineapple Dole Whip soft serve.

"Agricultural fairs offer a fun way to bring communities together, while highlighting agriculture's many contributions," state Commissioner of Agriculture Steve Troxler said. "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. 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."

Every year since 1993, the fair has hosted a Hunger Relief Day when, in place of purchasing tickets for admission, patrons can bring in cans of food that are donated to the Food Bank of Central & Eastern North Carolina. This year on Thursday, Oct. 24, a record 318,428 pounds, which equates to more than 265,000 meals, were donated according to a news release from the Food Bank of Central & Eastern North Carolina.

The N.C. Department of Labor ride inspectors are crucial in the success of the fair each year. The Elevator and Amusement Device Bureau is required, by law, to inspect each ride every time it is assembled in the state, making North Carolina one of the safest in the nation for amusement device enjoyment. 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, are inspected once per year. Once a ride passes inspection, a certificate of operation is issued by the bureau.

NCDOL ride inspectors certified about 100 rides during last year's N.C. State Fair alone. This year, weeks before the fair even began, NCDOL inspectors with the Elevator and Amusement Device Bureau worked diligently to inspect and certify 104 rides. Labor Commissioner Cherie Berry spoke about the ride inspection process at the annual Media Day event held the Monday before opening day.

"These devices, every single time they're moved in North Carolina, we're going to make sure they're operational within 100% of the manufacturers specifications," Labor Commissioner Cherie Berry said. "That is so critically important to all of us at the Department of Labor; to make sure that you can come here with your family and loved-ones and enjoy this wonderful memory-making event and do it safely."

The fair came to town with three new amusement devices this year including the Frenzy, the Dream Wheel and one of the most eye-catching attractions, the State Fair SkyGazer. It is the tallest traveling Ferris wheel in North America, standing at 155 feet and weighing 400,000 pounds.



The State Fair SkyGazer stands at 155 feet on a clear, sunny day at the N.C. State Fair.



Labor Commissioner Cherie Berry speaks about the importance of ride safety and the inspections done by the department's Elevator and Amusement Device Bureau while in the Dorton Arena on Media Day Monday, Oct. 14.

This gigantic wheel was brought in on 12 trucks and took 14 workers five days to assemble. The statistics on this device are impressive enough, but the view is even more astonishing. It is said that from the tiptop of the wheel you can see for 15 miles on a clear day. The SkyGazer's operating system is also computerized, allowing each patron's ride time to be equal. This also ensures that ride operators can safely load and unload riders from the wheel.

"The loading of the ride is quite unique on this particular attraction," said Clifford Lowe, manager of the State Fair SkyGazer. "You have to maintain a balance on it. You can't load every gondola at the bottom and then turn it because it won't work that way."

It was a memorable year, once again, for those visiting the N.C. State Fair. The most important aspect of the fair for the N.C. Department of Labor is the safety of patrons. Part of the positive experience that the fair brings each year is that North Carolinians and travelers can enjoy time with family and friends and can be assured that their safety is of the utmost priority.

★ **2020 N.C. State Fair** ★ **October 15-25** ★

Milliken & Co. Recognized by State for Reaching Safety and Health Milestone

By Dolores Quesenberry, Director of Communications

Milliken & Co.'s Golden Valley and Hatch Plants recently received recognition as the first North Carolina company to reach 25 years as participants in the Carolina Star Program—the state's most prestigious safety and health recognition program.

“Milliken & Co. has obtained something that no other business in North Carolina has achieved—a quarter of a century in the coveted Carolina Star Program—and it was an honor for me to present company officials with a special flag that they can proudly fly over both locations,” said Labor Commissioner Cherie Berry. “The company has demonstrated outstanding leadership and achievement over the years, and they should be very proud of the fact that they are the first company in the history of the legacy program to achieve this accomplishment.”

Milliken & Co. Golden Valley Plant and Hatch Plant are located in Bostic and Columbus respectively, with company headquarters located in Spartanburg, S.C. The award was presented at the annual Carolina Star Conference held at the Koury Convention Center in Greensboro on Thursday, Sept. 26.

“Management supports our safety program, but the associates own it,” said Derra Crotts, Human Resources manager for Milliken & Co. Golden Valley and Hatch Plants. “I wish I could take the credit for this achievement, but it really is our people who have made our program successful.”

The Carolina Star Program is administered by the OSH Division's, Education, Training and Technical Assistance Bureau. The program requires the engagement of management and all employees to meet the stringent requirements of the program.

“Twenty-five consecutive years of participation in the Carolina Star Program is not an easy task,” said LaMont Smith, recognition program manager for NCDOL, ETTA Bureau. “The success of both plants can be attributed to their ongoing quest for continuous improvement and steadfast dedication to the safety and well-being of the company's associates. This level of achievement is a testament to Milliken & Co.'s leadership and support at both corporate and plant levels. We are proud to have Milliken & Co. as part of our Carolina Star Program family.”

Milliken & Co. is a global leader in specialty chemicals, floor covering and textiles. The company has manufacturing facilities in the United States, Mexico, United Kingdom, Belgium, France, China and Australia. Its sales offices, showrooms, development laboratories and technical support centers extend Milliken's presence throughout the world.



Labor Commissioner Cherie Berry and her staff members present the Carolina Star flag to Milliken & Co. officials of the Golden Valley plant, top, and the Hatch Plant on Thursday, Sept. 26, 2019, during the annual Carolina Star Conference held at the Koury Convention Center in Greensboro, N.C.



The 919 Podcast

Labor Commissioner Cherie Berry was recently a guest on *The 919 Podcast* with host, John Carter. *The 919 Podcast* has weekly episodes highlighting the amazing things people are doing in and around the Triangle of North Carolina.

Published on Monday, Oct. 14, the 36-minute-long episode focuses on Commissioner Berry's life before politics, the job itself, her following, upcoming retirement and her status as the Elevator Lady. Be sure to tune in to this fun episode on Spotify or iTunes.

BSH Home Appliances Named First Carolina Star Facility in Craven County

By Mary Katherine Revels, Public Information Officer

BSH Home Appliances of New Bern is now the first facility in Craven County to achieve Carolina Star status—the state’s most prestigious safety and health designation. Labor Commissioner Cherie Berry presented the company with the Carolina Star flag and certificate at a ceremony held at the plant on Monday, Nov. 4.

BSH began its journey toward the Carolina Star recognition in 2016 by implementing programs based on the required elements of becoming a Star site. The company formed a campus-wide safety team that consisted of associates from all areas, not just management. After BSH announced its intent to pursue Carolina Star status in early 2017, they implemented other programs such as the Mentor Program, the Behavior Based Safety Program and a Job Hazard Analysis Program.



Labor Commissioner Cherie Berry presents the BSH New Bern Manufacturing Facility Safety Team the Carolina Star flag during a ceremony held at the plant on Monday, Nov. 4, 2019.



Labor Commissioner Cherie Berry, along with Carlene Harris, present Andy MacLaren and David Dysinger the Carolina Star certificate on Monday, Nov. 4, 2019. BSH Home Appliances in New Bern is the first facility in Craven County to achieve the Carolina Star status. (L-R): Andy MacLaren, vice president of cooking and New Bern site manager at BSH Home Appliances; Carlene Harris, NCDOL Carolina Star Program consultant, Labor Commissioner Cherie Berry; David Dysinger, head of product division, dish care at BSH Home Appliances.

“I’ve noticed at BSH that there is a lot of effort in celebrating and supporting employees,” Labor Commissioner Cherie Berry said. “It is clear that this kind of collaborative environment puts the employees and their well-being first. Carolina Star is a celebration of the unified accomplishments of all employees at BSH and their dedication to safety.”

BSH underwent its certification audit with the N.C. Department of Labor in March of 2019. On Thursday, Sept. 26, during the Carolina Star Conference in Greensboro, BSH Home Appliances was officially announced as a Carolina Star site by LaMont Smith, recognition program manager of NCDOL’s Education, Training and Technical Assistance Bureau.

“BSH highly values our employees and is committed to nurturing a culture where they come first,” said Andy MacLaren, vice president of cooking and New Bern site manager at BSH Home Appliances. “Achieving Carolina Star certification not only demonstrates our dedication to being a good employer, but also the collaboration across our entire team to foster a productive and positive work environment.”



Be sure to check out NCDOL’s podcast, *Inside NC Labor*. Episode 23 (left) features special guests Labor Commissioner Cherie Berry; Amanda Scott, president of the Carolina Star Board; Carey West, member of the Carolina Star Board; LaMont Smith, NCDOL recognition program manager. This episode was recorded during the Carolina Star Safety Conference in Greensboro. Episode 24 (right) highlights Clifford Lowe, manager of the State Fair SkyGazer; Steve Hardin, Tommy Petty, Eric White; Elevator and Amusement Device Bureau; Jeremy Smith, Boiler Safety Bureau. This episode was recorded at the N.C. State Fair in Raleigh. *Inside NC Labor* is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.



2019 Annual Carolina Star Safety Conference

By LaMont Smith, Recognition Program Manager

The Annual Carolina Star Safety Conference was held at the Joseph S. Koury Convention Center in Greensboro Sept. 25–27. The theme of the conference was “Advancing Your Safety Game.” There were over 700 participants from across the state that attended the conference, including a variety of vendors and speakers at the event.

Opening day for conference activity began with preconference workshops that were designed to encourage the growth of the N.C. Department of Labor’s Star Program. The preconference workshops included topics that focused on the Star application and evaluation processes. In addition, there were preconference workshops designed to assist current participants with preparing their Star Annual Report and other topics that were designed to assist all participants with understanding the techniques and application of ergonomic factors.

As the day progressed, the conference transitioned into the general session, where opening session guest speaker, Terry Gray, engaged the audience with his conference theme related presentation entitled “Safety Man Movement.” Gray’s high energy presentation focused on what he considered to be the four attributes of the “Safety Man Movement” which are Empathize, Empower, Engage, and Enlarge. He further explained to the audience what these four attributes represent. He stated that “Empathize” represents the foundational actions for culture change, while to “Empower” sets the guidelines for driving a safety culture. Finally, Gray stated that “Engage” represents the characteristics of an effective “Safety Man” while “Enlarge” demonstrates the characteristics of an effective organization.



Labor Commissioner Cherie Berry and LaMont Smith present Carey West with the first Carolina Star Safety Conference Lifetime Achievement Award on Thursday, Sept. 26, 2019.



Amanda Scott, Carolina Star Safety Conference president, and Labor Commissioner Cherie Berry accept a \$12,500 check from Choate Construction for the scholarship endowment fund that was set up by the Carolina Star Conference to help provide scholarships to students pursuing a career in the field of safety and health. (L-R): Amanda Scott, safety manager at Pfizer; John Shepardson, safety director at Choate in Charlotte; Will Southerland, safety manager at Choate in Charlotte; Labor Commissioner Cherie Berry; Jared Robertson, safety manager at Choate in Charlotte; Keith Conrade, safety manager at Choate in Raleigh.

Additionally, Carey West of the Mundy Co. was recognized for his long-term participation as a member of the Carolina Star Safety Conference Board of Directors. West, who recently announced his retirement from the board of directors effective January 2020, is the only remaining original board member. He served 23 years on the board of directors, and once served as president of the board. Additionally, West served 10 plus years on the Region IV Voluntary Protection Program Participants’ Association (VPPPA) Board of Directors and two years on the National VPPPA Board of Directors. For his years of dedicated service and commitment, West was recognized as the first ever Carolina Star Safety Conference Lifetime Achievement Award Recipient.

The audience was fortunate to receive an additional closing session message from guest speaker Gray. His closing message encouraged the audience to understand that “the safety man” is no longer one individual, but many individuals that are one. In addition, Kevin Beauregard, director of the Occupational Safety and Health Division spoke briefly to the audience while providing updates regarding NCDOL OSH related activities. Finally, Beauregard proceeded by introducing Labor Commissioner Cherie Berry. Commissioner Berry provided the audience with an inspirational speech about how proud she is of the Carolina Star Program, and how the Carolina Star Safety Conference is one of her favorite events to attend. During her speech, Commissioner Berry announced that she will not be seeking reelection in 2020. However, she indicated that she looks forward to traveling throughout the state sharing her passion for safety with employees and employers as she fulfills her last year as labor commissioner.

The Carolina Star Safety Conference is appreciative of all attendees, sponsors, vendors, Star Program participants, regional team leaders and board members for providing another successful conference event. Please plan on attending the 2020 Annual Carolina Star Safety Conference which is scheduled for Sept. 30–Oct. 2, 2020, at the Joseph S. Koury Convention Center in Greensboro.

Tar Heel State’s Workplace Injury and Illness Rate Remains at a Historic Low

By Dolores Quesenberry, Director of Communications

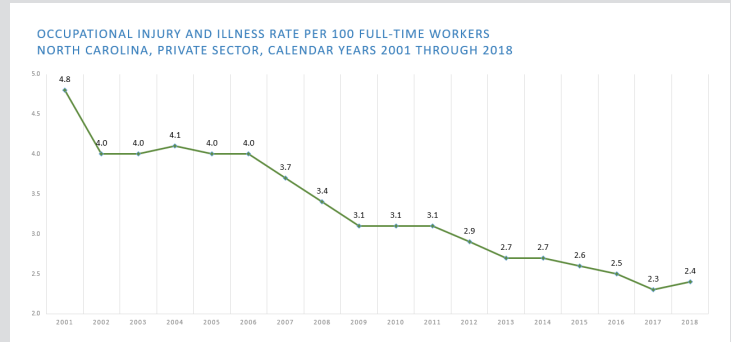
New figures show the nonfatal workplace injury and illness rate for the Tar Heel state’s private industry remains at a historic low for 2018 with a rate at 2.4 cases per 100 full-time workers. The 2018 rate for private industry was not statistically different from 2.3 in 2017, which was the lowest on record. North Carolina is one of 12 states and the District of Columbia with rates below the national rate of 2.8 cases per 100 full-time workers.

These data are estimates from a Survey of Occupational Injuries and Illnesses compiled by the U.S. Bureau of Labor Statistics. The rate accounts for growth and contraction in total hours worked in industry, which is an important factor in a state like North Carolina that has experienced significant growth.

“I am pleased with the survey results for North Carolina especially when you consider the growth our state experienced in 2018,” Labor Commissioner Cherie Berry said. “This is positive news for employers and employees who have embraced a safety and health culture from the mountains to the coast.”

As a State-Plan state, North Carolina’s Occupational Safety and Health Division will continue its focus on hazardous industries, like construction and manufacturing, through its special emphasis programs, providing free safety training and education, conducting free safety and health consultative visits, and by establishing partnerships and alliances with industries.

The 2018 private industry rate for construction increased from 1.8 cases per 100 full-time workers to 2.5 but remains below the national rate of 3.0. The 2018 private industry rate for manufacturing of 2.8 cases per 100 full-time workers does not significantly differ from 2.9 cases per 100 full-time workers in 2017 and remains below the national rate of 3.4.



December Podcast Features Your Questions for Commissioner Berry



Do you have a question you have always wanted to ask Commissioner Berry?

The Communications Division is in the process of planning a special episode of the *Inside NC Labor* podcast. This episode will be a “Year in Review” episode in which we will have Commissioner Berry as our guest.

If you have a question for Commissioner Berry and you would like to hear her answer it on the *Inside NC Labor* podcast, please send it to natalie.bouchard@labor.nc.gov. Thank you in advance for your participation!



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DEADLY Mistakes



By Judyth Niconienko, State Plan Coordinator

Fatal Event: On Aug. 17, 2016, a 24-year-old man died after he slid to the edge of a roof and fell 19 feet 8 inches to a concrete pathway below.

Investigative Findings: A contractor had been

hired to reroof an established single-family home that had a one-story elevation in the front and a two-story elevation in the back.

Three employees and a foreman were nearing the completion of a roofing job when one of the employees reportedly “slipped on his own sweat” down the side of the roof and onto the gutter system. The gutter gave way and he fell to the concrete pathway below.

No type of fall protection was being used while the roofing operation was being conducted. The foreman was interviewed, and he said that he was aware that the shingle operation required fall protection and was aware of the fall hazard, but he did not enforce the use of any form of fall protection.

The manager of the company was interviewed, and he said that he provided safety training to all the employees and trusted the job foreman to ensure that the employees wore fall protection and were kept safe.

Employees acknowledged receiving fall protection training along with how to recognize fall hazards and how to minimize or eliminate those hazards during their work. Harnesses, ropes and safety roof anchor plates were stored in the company trailer and available, but employees said they only used them when they felt the roof was steep or too high.

Discussion:

When employees spend a lot of time working on roofs, they can become complacent and comfortable with working at such a height and decide not to wear fall protection. But even the most careful workers are susceptible to accidents. Employees working on a roof are exposed to many unpredictable fall hazards caused by sudden gusts of winds, quick changes in the weather, loose roofing material, uneven walking surface, slick surfaces and human error.

Employers must provide roofers fall protection equipment that meet OSHA requirements whenever they work at an elevation of 6 feet or more.

There are fall protection systems available that can provide roofers the flexibility they need during all types of roof work. The employer

must research what system works best for their job situation: guard rail system, safety net system or personal fall arrest system.

The employer must provide a training program for each worker who might be exposed to fall hazards. The program must enable each worker to recognize the hazards of falling and train each worker in the procedures to follow to minimize these hazards.

Each phase of roof replacement has different challenges, but the risk of falling remains constant. Taking appropriate fall protection measures reduces risks and saves lives. It is necessary for company management to check on employees at the worksite to ensure that the training was understood and that the use of fall protection is being enforced.

In this instance, the foreman was aware of the dangers of working at heights, attended the training given by the manager but still chose not to wear fall protection or ensure that the employees wore fall protection. He was the person in charge of the job site. His failure to wear fall protection or enforce fall protection requirements on the jobsite, likely sent a signal to employees that fall protection wasn't necessary or that it was optional.

The manager who provided the fall protection safety training said he assumed the foremen would be making sure the employees wore fall protection, especially as fall protection equipment was provided. However, no onsite follow-up inspections by management were conducted to ensure personal fall arrest equipment was being utilized by employees.

Recommendations

- ✘ Fall protection must be provided to employees when they are exposed to falls 6 feet or more above a lower level (construction industry).
- ✘ OSHA standards outline the employer’s responsibilities for initiating and maintaining a safety program that provides for frequent and regular inspections of job sites, materials and equipment.
- ✘ Employees need to be supervised and corrected, if necessary, to ensure fall protection equipment is used effectively and appropriately.
- ✘ Employer representatives such as project managers and supervisors should follow the rules, they are responsible for enforcing and lead by example.
- ✘ Remember that employees must use full-body harnesses in fall arrest systems. Body belts can cause serious injury during a fall, and OSHA prohibits their use as part of fall arrest systems.

Retaliatory Rights

By Harriet Hopkins, Administrator
Retaliatory Employment Discrimination Bureau

**New Labor Ledger
Feature Article
Coming in 2020!**

WORKPLACE WORRIES



By Kisha Holmes, Bureau Chief, Wage and Hour Bureau

Question: I recently read an article that said the overtime exemptions were changing. I know that currently the minimum salary an employer has to pay to an executive exempt employee is \$455 per week. What are the new changes to the minimum salary?

Answer: Employees employed in bona fide executive, administrative, professional and outside sales can be considered exempt from minimum wage and overtime. These employees will have to meet certain test in order to qualify for the exemption. Effective Jan. 1, 2020, an employer must pay a minimum salary of \$684 per week if the employee meets the test to be considered exempt from overtime.

Question: My 12-year-old daughter would like to work for my business answering the phones. Am I required to obtain a youth employment certificate since she will be working for me?

Answer: A youth employment certificate is required. Youths may work at any age for their parents who are sole owners of the business as long as they obtain a youth employment certificate, do not work in an occupation that is deemed hazardous or detrimental, and if there is an ABC on-premise permit at the business, someone at least 21 years of age must be in charge and present at the licensed premises.



Bulletin Board

Mine and Quarry Training

Annual Refresher Training

Dec. 10, Bakersville
Dec. 19, Morganton

New Miner Training

Dec. 16-18, Morganton

First Aid/CPR/AED Training

Dec. 18, Greensboro

Part 46 Annual Refresher Training

Dec. 16, Greensboro
Dec. 19, Greensboro

Part 46 New Miner Training

Dec. 17, Greensboro

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

Complying with OSHA General Industry Standards Beginners Level

March 11-12, Raleigh

Click [here](#) for more information.

This beginner's level two-day course will cover general industry standards, state specific standards for general industry 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).

OSH Webinar Courses

Visit the [OSH Training Schedule Calendar](#) to view upcoming internet training and other safety courses. Among the courses being offered include:

- ◆ Material Handling and Storage
- ◆ Confined Space Entry
- ◆ Inspection Process
- ◆ Ergonomics Awareness
- ◆ Multi-Employer Worksite - Construction Industry
- ◆ Exit Routes, Emergency Action Plans and Fire Prevention Plan

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