

North Carolina

State OSHA Annual Report (SOAR)

Fiscal Year 2017



December 6th, 2017

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PART I - STRATEGIC PLAN OVERVIEW

Program Outcome Goals

On October 1, 2013, North Carolina began its fourth five-year planning cycle as documented in the Strategic Plan (SP). The five-year SP ending on September 30, 2018 includes two primary outcome goals:

- Reduce the rate of workplace fatalities by 2%
- Reduce the rate of workplace injuries and illnesses by 10%

Outcome Goals Results

	Baseline	2014	2015	2016	2017	2018	Reduction
Fatality Rate	.00091	.00103	.000956	.00108			
Injury & Illness Rate	1.5	1.5	1.4	1.4			

Areas of Emphasis Outcome Goals

- Reduce the construction industry fatality rate by 2% by the end of FY 2018
- Reduce the fatality rate in logging and arboriculture by 2% by the end of FY 2018
- Reduce the days away, restricted, or transferred (DART) rate for grocery and related product wholesalers by 10% by the end of FY 2018
- Reduce the DART rate in long term care by 10% by the end of FY 2018
- Support the overall outcome goal of reducing workplace injury and illness rate by 10% by the end of FY 2018 by addressing specific health hazards in the workplace
- Reduce the DART rate in food manufacturing by 10% by the end of FY 2018
- Reduce the DART rate in accommodation by 10% by the end of FY 2018

Areas of Emphasis Activity Goals

- Conduct inspections, consultative surveys and train employers and employees as documented for each area of emphasis

State Demographic Profile

Sector	Establishments	Employees
Total Private Industry	264,593	3,922,770
Total Public Sector	6,325	617,405

Goal Setting Process

- Evaluate injury, illness, and fatality data
- Secure input from stakeholders
- Establish five-year outcome goals
- Select areas of emphasis and strategies to impact achievement of outcome goals
- As described in Administrative Procedure Notice (APN) 19, Strategic Management Plan Committee Activity, create a committee of division employees in each area of emphasis to manage the strategic planning process
- Determine level of activity for each emphasis area
- Share progress on achieving goals with staff on a monthly basis
- Alter strategies, if outcome goals are not being reached
- Evaluate the process

Areas of Emphasis

North Carolina's strategy for reducing injury, illness, and fatality rates is based on addressing specific areas that have the greatest impact on the overall rates. The areas of emphasis in the current Strategic Plan include:

- Construction
- Logging and Arboriculture
- Grocery and Related Product Wholesalers
- Long Term Care
- Exposures for Health Hazards (asbestos, lead, isocyanates, silica, hexavalent chromium)
- Food Manufacturing
- Accommodation

Strategic Activity to Support Outcome Goals

- Improve safety and health programs through compliance, consultation, and training
- Expand safety and health recognition programs
- Develop construction partnerships at high profile construction sites
- Establish alliances in the areas of emphasis
- Implement Special Emphasis Programs (SEPs) for selected industries with specific intervention guidelines and activity goals
- Track activity and outcome goals monthly and share status with staff
- Conduct quarterly meetings for each area of emphasis committee

Factors Affecting Achievement of Outcome Goals and Strategic Activity Goals

- Funding cuts and insufficient federal funding requiring the elimination of positions
- Number of trained division personnel released to provide division intervention

- Need to maintain vacant positions in response to budget uncertainty
- Turnover rate and the loss of experienced compliance safety and health officers (CSHOs)
- Strategies employed within each area of emphasis
- Resources committed to the areas of emphasis

Program Statistics

Fatality Totals	2013	2014	2015	2016	2017	2018
Total	33	40	42	48	35	
Construction	7	17	15	15	12	
Manufacturing	4	9	7	12	12	
Public Sector	1	1	2	3	2	
Logging/Arboriculture	5	1	5	7	7	
Hispanic	9	11	16	6	8	
Overall Rate	.000532	.001030	.000956	.00108	TBD	

Injury and Illness Rates	2013	2014	2015	2016	2017	2018
TRC (All)	2.9	2.9	2.8	2.7	n/a	
DART(All)	1.4	1.5	1.4	1.4	n/a	
Public Sector TRC	4.0	3.8	3.9	3.6	n/a	
Public Sector DART	1.8	1.8	1.9	1.7	n/a	

Intervention Statistics	2014	2015	2016	2017	2018
Inspections	3,119	2,738	2,635	2,718	
Inspection Goals	4,245	3,440	2,869	2,850	
Consultation Visits	1,421	1,410	1,397	1,618	
Consultation Goals	1,100	1,100	1,110	1,185	
Trained	11,548	10,227	8,762	12,455	
Training Goals	9,600	9,600	9,600	9,600	

Compliance Activity	2014	2015	2016	2017	2018
Serious Violations	3,497	2,909	2,894	2,772	
Willful Violations	10	11	5	6	
Average Serious Penalty	\$1,283	\$1,454	\$1,662	\$1,622	
Followups	136	145	105	74	

PART II - REVIEW OF SPECIFIC OUTCOME GOALS AND ACTIVITIES IN AREAS OF EMPHASIS

1.1 Reduce Construction Industry Fatality Rate Statewide by 2% by the end of FY 2018

Significant safety and health strides have been made reducing the fatality rate in the construction industry. During the last strategic planning cycle, the construction fatality rate fell by 60%. Even with these reductions, the construction industry continues to have a high number

of workplace accidents compared to other industries, and this can have a significant impact on the state’s overall outcome goals of reducing injury, illness and fatality rates.

Strategies for Achieving Specific Outcome Goal

- Conduct Occupational Safety and Health Division (OSH) compliance, consultation, and training interventions and outreach
- Utilize inspection guidelines established for the construction industry
- Maintain strong working relationships with construction industry groups through partnerships, alliances and other outreach efforts
- Identify high fatality, high activity counties for special emphasis on an annual basis
- Re-inspect those employers with work place fatalities
- Use informal settlement agreements to require employers to attend construction training
- Provide Hispanic outreach personnel to conduct construction training in Spanish
- Establish partnership agreements at high visibility construction sites
- Develop Spanish language publications and training materials specific to construction
- Distribute outreach letters and training materials for companies cited for five or more serious violations.
- Promote recognition programs such as Building Sub-contractor Star and SHARP
- Conduct consultative blitzes in high fatality and activity counties
- Inspect all cranes operating on construction sites
- Utilize mobile training unit “Labor One” for on-site training as requested
- Analyze statistical data to confirm validity of inspection targeting process
- Develop materials and training presentations specific to the construction industry

Outcome	Baseline	2014	2015	2016	2017	2018
Fatalities	30	17	15	16	12	
Rate	.00089	.0093	.0084	.0083	.0060	
Hispanic	N/A	9	6	4	5	

Construction	2014	2015	2016	2017	2018	Total
Inspections	1,255	1,102	967	1,302		
Goals	1,075	1,075	1,100	1,000		
Consultation	221	273	252	398		
Goals	150	150	150	150		
Trained	1,619	2,504	3,069	3,303		
Goals	2,500	2,500	2,500	2,500		

1.2 Decrease Fatality Rate in Logging and Arboriculture by 2% by the End of FY 2018

The State has had success in reducing the number of fatalities in logging and arboriculture. The SEP for logging was initiated in FY 1994. This was in response to 13 logging fatalities in FY 1993. Experience has shown that a reduction in OSH activity can translate into an increase in the number of injuries and fatalities in this industry. In three of the five years of the previous strategic plan, the total number of fatalities was below the baseline number but the final fatality

rate did not meet the established goal. For this reason, and the industry’s fatality history, logging Northern American Industry Classification System (NAICS 11331) and arboriculture (NAICS 56173) remain in the Strategic Plan.

Strategies for Achieving Specific Outcome Goal

- Place increased emphasis on tracking specific injuries and fatalities on a monthly basis. If there is an increase in injuries and fatalities, additional resources could be allocated including inspection and focused training events
- Increase employer and employee awareness of regulatory requirements and safety and health work practices
- Change employer and employee behavior to improve job safety and health through education, consultation, and compliance interventions
- Establish and maintain strong working relationships with industries, associations, groups, and key individuals through alliances and other outreach efforts
- Continue use of meaningful safety and health programs with site specific safety training such as the Pro Logger training
- Develop materials and training presentations specific to the industry
- Focus training events and outreach to specific problem areas such as tree felling
- Evaluate SEP strategies to maintain effectiveness
- Utilize guidance documents that address work place hazards that are common to the industry

Outcome	Baseline	2014	2015	2016	2017	2018
Fatalities	3	2	6	7	7	
Rate	.02644	.0172	.0177	.0221	.0225	

Logging	2014	2015	2016	2017	2018	Total
Inspections	61	54	81	54		
Goals	75	75	60	60		
Consultation	15	15	18	17		
Goals	15	15	15	15		
Trained	280	232	141	94		
Goals	25	150	150	150		

2.1 Reduce the DART Rate in Grocery and Related Product Wholesalers (NAICS 4244) by 10% by the end of FY 2018

The State’s strategic planning process includes statistical analysis to determine which industry groups have high injury and illness rates that could affect the state’s goal of reducing the overall injury and illness rate. The baseline rate for grocery and related product wholesalers is 4.1 which was more than twice the overall DART rate of 1.6. For this reason, this industry has been added as an area of emphasis in the current SP. The first year of any new addition to the SP is designated as a planning year. FY 2014 was a planning year for grocery and related

product wholesalers. A strategic management plan committee was established to manage the planning process. This includes developing strategies to achieve established goals and determining the appropriate activity level for department intervention including compliance activity, consultation, and training. In FY 2015, Operational Procedure Notice (OPN) 145 was developed to provide guidance in identifying hazards and completing inspections in the grocery industry. The most recent industry DART rate is less than the baseline.

Strategies for Achieving Specific Outcome Goal

- Provide OSH compliance, consultation and training interventions
- Determine activity levels for OSH intervention
- Determine need for a grocery hazard alert and other industry specific training materials
- Evaluate inspection data to determine if there are any industry trends that should be addressed
- Advance alliances with industry trade groups
- Expand recognition programs such as Carolina Star and SHARP programs
- Evaluate employer’s safety and health program during intervention and recommend improvements

Outcome	Baseline	2014	2015	2016	2017	2018
DART	4.1	n/a	3.3	3.7	n/a	

Grocery	2014	2015	2016	2017	2018
Inspections	planning year	47	29	20	
Goals	planning year	20	20	20	
Consultation	planning year	6	4	8	
Goals	planning year	4	4	3	
Trained	planning year	2	4	60	
Goals	planning year	25	25	25	

2.2 Reduce the DART Rate in Long-Term Care (LTC) by 10% by the end of FY 2018

While progress has been made in this industry group during previous planning cycles, the baseline rate of 4.7 was still more than twice the overall DART rate. For this reason, the LTC (NAICS 623) emphasis area has been carried over from the previous strategic plan. The most recent DART rate is below the baseline.

Strategies for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultation, and training interventions
- Develop and maintain alliances in LTC including the public sector
- Advance ergonomics guidelines during OSH interventions
- Address elements of long term care intervention contained in OPN 132 including bloodborne pathogens, tuberculosis, ergonomics, slips, trips, falls, and workplace violence
- Develop materials and training presentations specific to the industry

- Distribute outreach material through direct contact with affected employers
- Properly code inspections for accurate tracking of activity at specific work sites
- Develop procedures to reduce work place violence in LTC facilities

Outcome	Baseline	2014	2015	2016	2017	2018
DART	4.7	4.2	3.5	3.3		

Long Term Care	2014	2015	2016	2017	2018	Total
Inspections	93	64	61	70		
Goals	60	60	60	60		
Consultation	45	67	59	60		
Goals	25	25	25	45		
Trained	123	45	32	35		
Goals	75	50	50	50		

2.3 Conduct Emphasis Inspections, Training, and Consultation Activity in Establishments Where Employees Might be Exposed to Health Hazards Such as Lead, Silica, Asbestos, Hexavalent Chromium and Isocyanates

The State has established a special emphasis program to address health hazards in the work place. The current health hazards include lead, silica, asbestos, hexavalent chromium, and isocyanates. Tracking mechanisms have not been developed to allow for the establishment of specific outcome measures in this area of emphasis. The State will continue to monitor the progress of Federal OSHA in developing reliable outcome measures for health issues. A reduction in illnesses relating to the emphasis health hazards identified could influence the primary outcome goal of reducing the overall injury and illness rate by 10% during the five-year cycle of the strategic plan.

Strategies for Affecting Overall Outcome Goals through Elimination of Health Hazards

- Pursue OSH compliance, consultation and training interventions
- Conduct follow-up inspections where overexposure was initially detected
- Develop hazard alerts, training materials and industry guides for specific health hazards
- Provide consultative support on chemicals identified in health hazards SEPs
- Research and review site specific data sources that could be used to identify employers having or potentially having health hazard exposures
- During interventions, identify workplace activities where health hazards may be present
- Secure information from other agencies concerning possible employee overexposure
- Utilize specific inspection procedures described in OPN 135

Health Hazards	2014	2015	2016	2017	2018	Total
Inspections	164	142	133	130		
Goals	200	180	100	100		
Consultation	139	181	170	220		
Goals	100	100	100	100		
Trained	441	395	419	1,266		
Goals	700	400	400	400		

Inspections with Detectable Results

Hazard	Inspections	Samples	Overexposures	Hazard Addressed only
Silica	13	19	11	122
Lead	9	17	6	23
Asbestos	1	2	0	20
Cr(VI)	5	9	0	30
Isocyanates	0	0	0	25
Totals	28	47	17	220

2.4 Reduce the DART Rate in Establishments in Food Manufacturing (NAICS 311) by 10% by the end of FY 2018

The strategic planning process is intended to allocate resources in those areas of emphasis with above average injury and illness rates in an attempt to impact the overall State injury and illness rate. The Food Manufacturing (NAICS 311) DART rate was 2.6 in FY 2012 which was more than the overall DART rate of 1.6. For this reason, food manufacturing was carried over to the current five year Strategic Management Plan. The baseline rate for this industry is 3.3 which is the five year average DART rate for the period 2007-2011. Operational Procedure Notice 140 was developed to establish the special emphasis program (SEP) for food manufacturing and provide specific inspection guidelines. The most recent DART rate is below the baseline.

Strategies for Achieving Specific Outcome Goal

- Give special attention to the OSHA recordkeeping process at each site visited
- Interview a sufficient number of employees to confirm accuracy of OSHA 300 log entries
- Develop educational materials and training presentations specific to this industry
- Provide consultation and technical assistance at sites covered by this area of emphasis
- Conduct inspections addressing industry hazards identified in OPN 140
- Utilize ergonomics inspection procedures to determine the appropriate response when ergonomic hazards may exist
- Consider inspection of additional company sites on targeting schedules when three or more serious violations are identified
- Ensure that all CSHOs are sufficiently trained to recognize hazards associated within the food manufacturing industry

Outcome	Baseline	2014	2015	2016	2017	2018
DART	3.3	2.5	2.8	2.7	n/a	

Food	2014	2015	2016	2017	2018	Total
Inspections	32	78	56	42		
Goals	50	50	50	40		
Consultation	18	15	22	24		
Goals	10	10	10	10		
Trained	26	18	13	30		
Goals	25	25	25	25		

2.5 Reduce the DART Rate for Establishments in the Accommodation Industry by 10% by the end of FY 2018

A review of injury and illness statistics identified the accommodation industry (NAICS 721) as a candidate to be added to the state’s SP for FY 2014-2018. This employment sector not only had a high DART rate of 3.6 but includes over 2,000 active sites. The first year of the Strategic Plan was designated as a planning year. A strategic management plan committee, representing the entire OSH Division, was established to manage the planning process. This included developing strategies to achieve established goals and determining the appropriate activity level for division intervention including compliance activity, consultation, and training. The 2014 DART rate was significantly below the baseline, so for this year, the accommodation industry was placed in a maintenance mode. The most recent DART rate is still below the baseline. The SEP team will evaluate to determine if this emphasis area needs to be taken out of maintenance mode.

Strategies for Achieving Specific Outcome Goal

- Compile and review inspection data to determine if any trends have developed within the industry that should be addressed
- Create alliances with associations representing employers in the industry group
- Determine appropriate activity level for division intervention including compliance, consultation, and training
- Concentrate on specific industry hazards that have an impact on the overall injury and illness rate
- Prepare and distribute industry specific training materials including PowerPoint presentations, hazard alerts, quick cards, and brochures
- Utilize inspection policy documents that address hazards common to the accommodation industry
- Review injury and illness data to determine appropriate status within strategic plan

Outcome	Baseline	2014	2015	2016	2017	2018
DART	2.3	1.5	2.2	1.7	n/a	

Accommodation	2014	2015	2016	2017	2018
Inspections	planning year	18	n/a	n/a	
Goals	planning year	20	n/a	n/a	
Consultation	planning year	4	n/a	n/a	
Goals	planning year	4	n/a	n/a	
Trained	planning year	40	n/a	n/a	
Goals	planning year	25	n/a	n/a	

PART III – SPECIAL ACCOMPLISHMENTS: FY 2017

- At 2.7, the State’s total recordable case rate for Calendar Year (CY) 2016 was the lowest in program history. This data was released by the Bureau of Labor Statistics (BLS) in November 2017 and it is the most current data available.
- The State experienced its lowest recordable DART rate for all industries including state and local government of 1.4 in CY 2015 and it remained at 1.4 for CY 2016.
- Scott Mabry began duties as the NCDOL Assistant Deputy Commissioner/ OSH Assistant Director in January 2017.
- The Agriculture Safety Health Bureau (ASH) had a change in leadership in FY 2017. Bureau Chief Regina Cullen retired in September 2017 and Beth Rodman returned to the OSH Division as the new ASH Bureau Chief.
- The Western Compliance Bureau Chief Robby Jones retired in July 2017 and Paul Sullivan was named the new Western Compliance Bureau Chief.
- The Division has taken various actions to increase safety and health professional pay in an effort to be more competitive with the private sector. One such action was a policy change that has resulted in 187 pay increase actions from 2015-2017. The staff certifications and credentials strengthen the ratios associated with professionalism in the division and associated pay increases appear to be impacting the division’s overall strategy to retain experienced safety and health professionals.
- In State Fiscal Year (SFY) 2017 the N.C. Legislature provided special salary adjustment funding that enabled the OSH Division to provide modest increases to the majority of safety compliance officers.
- In SFY2018, the N.C. Legislature provided an additional \$500,000 for salary adjustments for the majority of safety and health professionals within the OSH Division.

- The OSH Division experienced a significant decrease in the CSHO vacancy rates in FFY 2017. As a result, there has also been a significant increase in new staff completing their training and being released to conduct independent inspection activity. Due to this improvement there has been a 3% increase in the number of inspections conducted in FFY 2017 vs FFY 2016.
- An OSH Advisory Council meeting was held on November 13th 2017 .Two prior meetings were held on April 5th 2016 and November 14th 2016. The OSH Advisory Council provides guidance to the OSH Division on matters related to the OSH Act.
- A total of 16 action requests were processed by the OSH Division's Compliance Bureaus. This quality program activity provides opportunities for program improvement identified by customers, division employees or as a result of internal audits and Federal OSHA audits. Ongoing revisions are made to the Field Operations Manual (FOM) and Operational Procedure Notices as a result of the quality program action items.
- An internal audit was conducted in August and September of 2017 to determine if CSHO's were receiving the required training within the parameters of OPN 64E, before being released. There had been a lot of staff turnover and changes in supervisory staff in the past year and it was felt that focusing on this area would help us evaluate if our released staff was receiving the necessary formal training and on-the-job structured training to be able to represent the department with the highest degree of professional expertise. Management is currently working on efforts to improve and streamline this process.
- As part of the OSH quality program, 24 internal inspection report audits were conducted by the OSH Director's Office that covered FY 2017. The purpose of the audits was to ensure that inspection activities were being conducted in accordance with established policies and procedures. The findings of these audits were posted internally and feedback was provided to the compliance bureau chiefs, supervisors, and compliance officers.
- The OSH complaint desk processed 2,526 complaints and 825 referrals in FY 2017. Over 2,351 additional contacts were made with the public that did not result in a valid complaint, along with 90 reports of injuries that were not processed due to the incidents not being reportable to OSH.
- The OSHNC Lab completed 776 in-house equipment calibrations. An additional 96 pieces of equipment were sent to the manufacturer for calibration or repair.
- Six change requests were submitted for the new OSHA Express (OE) data management system along with numerous modifications this past year.

- In FY 2017 OSH transmitted a full year of data from OE to OSHA's Occupational Safety and Health Information System (OIS) via the new interface. OSH and the OE vendor have worked together to ensure that the OE and OIS, State Activity Mandated Measures (SAMM) and State Information report (SIR) reports are providing accurate data.
- OSH has provided administrative support for the OSHA Legacy Data (OLD) system to clean up all open inspections that were transferred to this database. The OLD system was rolled out in late FY 2016 and early FY 2017, and additional features were added to allow OSHA and State Plans to access and modify pre-OIS inspection files, as necessary. Progress continues to be made with a goal of having all open legacy cases closed as soon as possible.
- OSH was one of ten State Plans to provide a member to the OSHA Injury Tracking Application (ITA) workgroup. This workgroup was formed to help develop OSHA's new electronic injury collection system that was deployed in 2017, for employers to comply with new OSHA 1904 recordkeeping requirements.
- OSH Division Director, Kevin Beauregard, was the Vice Chair for the Occupational Safety and Health State Plan Association (OSHSPA) in FY 2017. He began his term as OSHSPA chair at the beginning of FY 2018. The OSHSPA Board meets with OSHA leadership 3 times a year to plan and coordinate OSHSPA meetings in an effort to better ensure consistency amongst OSHA programs nationwide.
- OSH participated in meetings across the State with the regional safety schools including the NC Statewide Safety Conference, Western NC Safety and Health School, Eastern Carolina Safety and Health School and the Wilmington Regional Safety and Health School.
- N.C. Department of Labor (NCDOL) Commissioner Berry participated in the 2017 Annual Summit on Safety Leadership held at the North Carolina Zoo in Asheboro, NC and sponsored by the Safety and Health Council of NC; NC State Industry Expansion Solutions; NCDOL; and the NC Zoo. The three and a half days of training included topics such as Establishing Safety as a Core Value, Motivating Your Safety Teams, How We Train This New Generation, Team Building, and Bridging Safety Quality and Training.
- The OSH Director is on the Advisory Board for the North Carolina Occupational Safety and Health Education and Research Center (NCOSHERC). NCOSHERC is led by the University of North Carolina with collaboration with NC State University and Duke University. The mission of NC OSHERC is to provide high quality education and research training in occupational health and safety sciences for the protection of workers. The Advisory Board meets annually and last met on December 7th 2016.

- The OSH Division was engaged in the following four high visibility construction projects in support of the construction strategic goal:
 - Flatiron/Blythe Development Company:
 - Site #1 Future Piedmont Triad International /Greensboro Eastern Loop - Greensboro.
 - Site #2 Charlotte Douglas Airport Improvements - Charlotte
 - Fluor Enterprises:
 - Site #3 DAPI US Project, Novo Nordisk Facility - Clayton
 - Turner –Rogers: (Joint venture)
 - Site #4 Charlotte-Douglas Airport Concourse A, Expansion Project - Charlotte

- A 2017 onsite 21(d) Consultation audit was conducted by OSHA on February 28th – March 2nd, with the report indicating excellent results. There were three minor recommendations identified that were all addressed shortly thereafter by our staff.

- The Consultation Services Bureau (CSB) has a task/measure called “intervention” that is different from onsite visits and is not counted in the program statistics. During the FY 2017, 297 interventions were conducted.

- CSB continued to conduct interventions and surveys in the logging and arboriculture industries providing outreach to this highly hazardous industry, despite the limitations the Appropriations Act imposed on OSH compliance activity.

- CSB staff presented at the OSHA National on-site Consultation Conference promoting SHARP construction participation.

- There were 162 private sector companies participating in SHARP at the end of FY 2017.

- There were 4 construction companies participating in SHARP at the end of FY 2017.

- There were 42 public sector establishments participating in SHARP at the end of FY 2017.

- Numerous calls related to Silica were received by CSB for service and sampling was greatly increased in FY 2017. This was expected with the new OSHA silica standards that were implemented. The Consultants work load related to Silica hazards doubled over the past two years.

- CSB participated in an education subcommittee of the NC Forestry Commission and N.C. State Implementation Committee to produce educational materials, in the form of videos, to educate Prologgers. The subcommittee established topics and identified possible volunteers to assist in the production of each segment. A representative from CSB helped create and starred in a section of the DVD that promoted the consultative services of NCDOL.

- CSB mailed 968 letters to employers with an Experience Modifier Rate (EMR) of 1.5 or higher. Tracking last year's requests from the mailing, the bureau noted that 50% of customers no longer had an EMR above 1.5.
- A letter was mailed out to 200 employers in NAICS 4244, Grocery Wholesaler and Related Product Wholesalers, explaining their involvement of the Special Emphasis Program and offering services and information from NCDOL's Education Training and Technical Assistance (ETTA) Bureau and the CSB.
- Staff from OSH Compliance, CSB and ETTA continued working with East Carolina University by hosting an equipment demonstration and calibration class. This has been done annually for the past several years. Staff coordinated with instructors for a Master's class and worked with students on calibration procedures with sampling pumps and various media. They also showed the students the different types of monitors and other equipment OSH has available for inspections, such as gas, dust and ventilation meters.
- CSB has four staff with the certified industrial hygienist (CIH) designation and six staff with certified safety professional designations (ASP or CSP). Two of the staff are dually certified.
- CSB addressed the following overexposures:
 - Noise – General Industry .Permissible Exposure Limit (PEL) 8
 - Noise – General Industry Action Level (AL) 13
 - Noise – Construction (PEL) 1
 - 29 CFR 1910.1000 – 1 overexposure to zinc oxide
 - 29 CFR 1926.55 – 1 overexposure to silica (this was prior to the new silica standard for construction becoming effective)
 - Methylene chloride – General Industry (PEL) 1
 - Methylene chloride – General Industry (STEL) 2
- ETTA revised and distributed the following publications: a brochure for the top ten frequently cited serious standards in 2016, a brochure on the NCDOL alliance and partnership programs, a brochure on hazards and solutions for medical and dental offices, a hazard alert letter on combustible dust, quick cards on aerial lifts and mold, and industry guides for General Industry and Construction Special Requirements.
- ETTA created and distributed a new hazard alert on swimming pool electrical safety.
- ETTA contributed to the designs of three billboards located on prominent highways in N.C. The billboards advertised the OSHA Heat Stand Down, OSHA Fall Stand Down, and the OSHA Safe and Sound Week.
- ETTA added 49 documents to the Field Information System including updates to the Field Operations Manual, new OSH Division policies, and adoption of multiple Federal OSHA Instructions.

- ETTA distributed 44,400 publications to employers and employees across the state, The Publications Desk served 5,325 customers and the Standards Section answered 3,588 standards inquiries.
- Final rules adopted in NC in FY 2017 included new rules for occupational exposure to beryllium (29 CFR 1910.1024, 29 CFR 1915.1024 and 29 CFR 1926.1124), walking-working surfaces (29 CFR 1910, Subpart D), and updated recording and reporting requirements (29 CFR 1904).
- OSH conducted technical writing course October 11th-13th 2016 at the Charlotte field office and February 27-March 2, 2017 at the Raleigh field office.
- OSH participated in annual training September 11th-13th. Classes included: case file review, combustible dust, defensive driving, hazard recognition, respiratory protection safety and health management systems and shooter lockdown.
- Two OSH personnel attained the 500 and/or 501 Train-the-Trainer authorization. To be eligible for this program, an employee must be recommended by their supervisor and/or bureau chief. This authorization allows an employee to teach State and Federal 10 and 30 hour courses. In addition, five OSH personnel attended the 502/503 refresher courses and were recertified as authorized trainers.
- The NCDOL library loaned out 1,045 safety videos (including 51 in Spanish) and 330 print volumes. Additionally, the library responded to 1,395 information requests, served 488 walk-ins and acquired 291 volumes.
- NCDOL sent out an announcement to 11,591 employers and employees across North Carolina to introduce a special opportunity from the NCDOL Library. The library has partnered with The Training Network, a Durham-based video distributor, to offer access to a wide selection of streaming videos covering various safety and health topics. Many of the videos are also available in Spanish with closed captioning and have online quizzes.
- ETTA training section participated in 257 events to include speaker's bureau requests, 10 and 30 hour courses, individual topic workshops, webinars and public outreach fairs and conferences.
- ETTA provides training and outreach services to the Spanish speaking population through delivery of individual topic workshops, 10 Hour construction industry courses and participation in events such as the La Fiesta del Pueblo. A total of 919 Spanish speaking workers were trained in FY 2017.
- In FY 2017, ETTA offered 249 hours of formal training, 210 hours of continuing education, and 19 hours of other job-related training to internal personnel. Courses offered include:
 - OSH 100 (Initial Compliance Course)
 - OSH 125 (Introduction to Health Standards for Industrial Hygienists)
 - OSH 105 (Introduction to Safety Standards for Safety Officers)
 - OSH 141 (Legal Aspects)

- OSH 345 (Process Safety Management)
 - OSH 123/131 (Accident Investigation/Interviewing Techniques)
 - Case File Review
 - Combustible Dust
 - CPR/AED
 - Defensive Driving
 - Excavation and Trenching
 - Logging Camp
 - NFPA 70E
 - Respiratory Protection
 - Safety and Health Management Systems
 - Shooter Lockdown
 - Technical Writing
- The ETTA training section conducted five 10-hour and two 30-hour general industry awareness courses and nine 10-hour and two 30-hour construction awareness courses.
 - The ETTA training section offered one train the trainer refresher course for construction (502) and general industry (503).
 - The ETTA training section participated in and hosted a booth during the Mexican Consulate Labor Week. OSH staff handed out materials and were available for questions.
 - ETTA provided two public service announcements relating to construction work place hazards. They were broadcast on Hispanic radio across the State. Topics discussed included Heat Stress and Respiratory Protection.
 - OSH participated with Federal OSHA in the National Safety Stand Down to Prevent Falls in construction. The ETTA training section hosted five large training events at construction projects in Raleigh, Fuquay Varina, Chapel Hill and Concord. Labor One was on site for training and personal protective equipment demos.
 - There are currently seven active alliances including Carolinas AGC, Carolina Logger's Association, Forestry Mutual Insurance Company, Lamar Advertising Company, Mexican Consulate, N. C. Forestry Association, and N.C. State Industry Expansion Solutions, National Utilities Contractor's Association of the Carolinas, and the Safety and Health Council of North Carolina. Forestry Mutual Insurance Company, N. C. Forestry Association and the Carolina Logger's Association collaborated and signed a joint alliance in 2017. This reduced the total number of alliances and ensures efficient and effective management of the logging related alliances. The Mexican Consulate alliance was renewed in a signing ceremony on August 28, 2017.
 - In FY 2017, two OSH personnel attained the Certified Industrial Hygienist designation. Certified Industrial Hygienist (CIH) is a safety and/or health professional who has met education and experience requirements, has demonstrated by examination the knowledge that applies to the professional practice of industrial hygiene, continues to meet recertification requirements established by the American Board of Industrial Hygiene (ABIH), and is authorized by ABIH to use the Certified Industrial Hygienist designation.

- In FY 2017, five OSH personnel attained the Certified Safety Professional designation. Certified Safety Professional (CSP) is a safety and/or health professional who has met education and experience requirements, has demonstrated by examination the knowledge that applies to professional safety practice, continues to meet Recertification requirements established by the Board of Certified Safety Professionals, and is authorized by Board of Certified Safety Professionals (BCSP) to use the Certified Safety Professional designation.
- In FY 2017, seven OSH personnel attained the Associate Safety Professional designation. Associate Safety Professional (ASP) is an independent certification awarded by BCSP. This certification denotes that an individual has met academic requirements and has passed the Safety Fundamentals Examination (the first of two examinations leading to the CSP).
- In FY 2017, seven OSH personnel attained the OSH Construction Safety Specialist Program (OCSS) certification. To be eligible for this program, the employee must be recommended by their supervisor and/or bureau chief. This program focuses on advanced construction topics to include, but not limited to Excavations and Trenching, Cranes and Derricks, Fall Protection, Steel Erection, Electrical Safety, Scaffolding, Residential Construction (i.e.; frames, trusses, and roofing), Health Hazards, Concrete and Masonry and Material Handling Equipment (i.e.; loaders, bulldozers) and Work Zone Safety. Each course contains a field portion with an emphasis on OSH inspection procedures.
- In 2017, twenty-six OSH personnel attained the Manager of Environmental Safety and Health (MESH), twenty-eight received the Construction MESH, thirty-seven received the Industrial Hygiene MESH, and eight received the Public Sector MESH designation as a result of receiving 100 hours of safety and health training. This designation is offered in collaboration with NC State Industry Expansion Solutions and the Safety and Health Council of North Carolina.
- ETTA hosted the 2017 Annual Carolina Star Safety Conference which had 590 registered attendees with a total of 716 in attendance.
- The ETTA Recognition Program Section trained 19 new Special Star Team Members (SSTMs) during the FY and achieved 23 re-certifications, one promotion and five new Star sites were added for an overall total of 141 Star Sites: 98 Carolina Star sites, 20 Building Star sites, 20 Public Sector Star sites and 3 Rising Star sites.
- The OSH Safety Awards Program celebrated its 71st year and gave out 2,823 Gold Awards, 591 Silver Awards, and 110 Million Hour Awards. There were 3,994 in attendance and 33 banquets.
- The Planning Statistics and Information Management (PSIM) Bureau mailed 3,168 surveys to public sector employers (collection of calendar year 2016 injury and illness data). As of the end of FFY 2017, 3,115 survey responses were received with a 98.3 percent response rate and **a 100 percent clean rate.**
- PSIM completed an analysis of data collected from the 2013, 2014, and 2015 Public Sector Surveys, resulting in updated, established target rates for employer specific categories.

- PSIM worked in conjunction with ETTA Bureau, Compliance Bureaus, and/or Legal Affairs Division staff to update and revise several Field Operation Manual chapters and OPN's. PSIM staff updated OPN 128 and APN 19 for FFY 2017.
- PSIM Bureau Chief continued to perform duties associated with the responsibility of being the Medical Records Coordinator for the OSH Division.
- PSIM analyzed public sector inspection activities for FFY 2012 – 2016.
- PSIM analyzed construction inspection activities for FFY 2016.
- PSIM completed FFY 2016 Occupational Fatalities Comparison Report (OFIR Report Analysis).
- PSIM analyzed and verified CY 2016 fatality data for Communications Division's annual press release.
- PSIM continued refinement of the OSH private and public sector databases to supplement our exclusive use of the Division of Employment Security database.
- PSIM received, researched, and processed 1,114 requests for revisions/changes to the private and public sector establishment databases, which helps to enhance the accuracy of these site databases and the OSH Division Targeting System.
- PSIM received and processed 1,488 requests from the public sector for revisions/changes to the Public Sector Injury and Illness Survey database.
- Various targeting schedules were updated and assignments released by PSIM:
 - Public Sector Schedule
 - General Industry Schedules (Safety and Health)
 - ASH Schedule
 - Health Hazards Schedules (Asbestos, Lead, and Isocyanates)
 - Fatality Reinspection Schedule
 - Communication Tower Schedule
- PSIM staff members continued as active Strategic Plan (SP) Committee members and participated in all SP meetings, discussions, and activities, which were essential functions directly related to the success of OSH Division Strategic Management Plan goals.
- PSIM staff participated as a representative from the OSH Division to the Occupational Surveillance Advisory Group.
- PSIM compiled OSH data that was initiated for the NCDOL Annual Report, the OSH Annual Program Statistics Report, and various other annual reporting requirements.
- The PSIM Bureau received closed inspection files for FFY 2015 (and older) from the field offices.
- The PSIM Bureau prepared 632 inspection files for scanning and scanned 432 of those files for archiving into the department's file content management system (OnBase).

- The project of quality control review, in PSIM, is continuing and ongoing for OSH inspection files, which have been archived through the imaging and file conversion processes.
- PSIM received 705 disclosure requests during FFY 2017 and processed 665 requests (586 from FFY 2017 and 79 from previous years) during this fiscal year, which resulted in a 94.3% response rate.
- The ASH Bureau completed 1,853 preoccupancy housing inspections of migrant farmworker housing and 116 compliance inspections. Housing certificates were issued to 1,796 sites with total occupancy (beds) of 22,264. ASH held their Annual Gold Star recognition awards program which was attended by 121 Double Gold Star growers and their guests and 65 Single Gold Star growers and their guests.
- ASH staff presented “Farm and Worker Safety – What You Need to Know About a Farm Inspection!” at the 2017 Southeastern Apple Growers Meeting Sponsored by the North Carolina Apple Growers, Inc. January 10-11, 2017.
- A meeting was held on January 26th with NCDOL management and poultry workers from the Western NC Workers’ Center Workers’ Rights Project and representatives from the Farmworker Advocacy Network (FAN). They had questions about the poultry industry and migrant housing. These questions were discussed and an interpreter was present so that everyone at the table could understand and be understood.
- On May 1st a Migrant Housing Act (MHA) enforcement and inspection report was presented to the North Carolina Chairs, Senate Appropriations Committee on Agriculture, Natural and Economic Resources Chairs, House Appropriations Committee on Agriculture and Natural and Economic Resources.
- NCDOL was instrumental in providing the 2017 “On Farm Training Events” at 11 training sessions in 7 cities, in 5 states (Georgia, South Carolina, Kentucky, Virginia and North Carolina). Responsible for training 1,775 growers and farm workers. Good Agricultural Practices (GAP) coordinated the events. Instruction and training was provided in both English and Spanish.
- The Cultivator an official Newsletter for NC Gold Star Growers was published in November 2016 and again in August 2017.
- North Carolina is #1 nationally in production of flue-cured tobacco and sweet potatoes, both labor intensive, high value crops. Nationally the 7th highest year round migrant and seasonal farm worker activity. North Carolina Department of Commerce estimates approximately 90,000 workers at peak harvest, 22% of those are H-2 A foreign labor.
- Building on their past combined and successful efforts, the NCDOL, the NC State College of Agriculture and Life Sciences video team, and RJR Tobacco have created one safety DVD with multiple farm safety segments. The DVD is composed of 11 bilingual video segments, with each video segment available in both English and in Spanish, running from 5 to 8 minutes each. Specific topics addressed are tractor safety, field sanitation, fork lift safety, green tobacco sickness, heat stress prevention, pesticide

information, tobacco baler safety, tobacco harvester safety, wage and hour issues (which includes safe housing), burley production safety issues, and creating a farm safety plan. The ultimate goal of this DVD is to provide guidance for those who farm and work in tobacco so that all employers and employees are aware of the best safety practices and safety and health regulations. The videos are intended for audiences in multiple states, with attention to both flue-cured and burley tobacco.

- The ASH Bureau chief contributed and collaborated with other NC agencies to write an article published in the Journal of Agromedicine. The article documents how the North Carolina Departments of Health and Human Services, Agriculture and Consumer Services, and Labor have worked with farmers, farmworkers, commodity groups, universities, and cooperative extension agents over the last 25 years to develop programs to decrease the occurrence of occupational injuries and illnesses among agricultural workers. In alignment with the socio-ecologic model, these agencies have also worked with legislators to craft laws, rules/regulations, and policies to ensure these agricultural workers are protected and to also protect the environment where these individuals work.