

North Carolina
State OSHA Annual Report (SOAR)
Fiscal Year 2025



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PART I - STRATEGIC PLAN OVERVIEW

Program Outcome Goals

On October 1, 2023, North Carolina began its fifth five-year planning cycle as documented in the Strategic Plan (SP). The five-year SP ending on September 30, 2028, includes two primary goals:

- Reduce the rate of workplace fatalities by 2%
- Reduce the rate of workplace injuries and illnesses by 5%

Outcome Goals Results

	Baseline	2023	2024	2025*	2026	2027	Reduction
Fatality Rate	.00141	.00104	.00098	.00136			
Injury & Illness Rate	2.2	1.2	1.1	TBD			

Areas of Emphasis Outcome Goals

- Reduce the construction industry fatality rate by 2% by the end of FY 2028
- Reduce the fatality rate in logging and arboriculture by 2% by the end of FY 2028
- Reduce the days away, restricted, or transferred (DART) rate for grocery and related product wholesalers: warehousing and storage by 5% by the end of FY 2028
- Reduce the DART rate in long term care by 5% by the end of FY 2028
- Support the overall outcome goal of reducing workplace injury and illness rate by 5% by the end of FY 2028 by addressing specific health hazards in the workplace
- Reduce the DART rate in food manufacturing by 2% by the end of FY 2028
- Reduce the number of Amputations in support of the overall outcome goals of reducing the rate of workplace injuries and illnesses by 5% by the end of FY 2028

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	369,801	4,195,492
Total Public Sector	6,710	651,646

* Data only available through the 2nd Quarter of FY 2025.

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 (lead, beryllium, isocyanates, silica, hexavalent chromium)
- Food Manufacturing
- Amputations

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

- Insufficient federal funding requiring the elimination or freezing 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	2024	2025	2026	2027	2028
Total	48	67			
Construction	15	27			
Manufacturing	6	8			
Public Sector	5	2			
Logging/Arboriculture	4	6			
Hispanic	12	16			
Overall Rate	.00098	.00136			

Injury and Illness Rates	2024	2025	2026	2027	2028
TRC (All)	2.0	TBD			
DART(All)	1.1	TBD			
Public Sector TRC	3.3	TBD			
Public Sector DART	1.7	TBD			

Intervention Statistics	2024	2025	2026	2027	2028
Inspections	1,675	1,587			
Inspection Goals	1,700	1,700			
Consultation Visits	1,475	2,255			
Consultation Goals	1,355	1,734			
Trained	10,126	12,416			
Training Goals	5,350	5,350			

Compliance Activity	2024	2025	2026	2027	2028
Serious Violations	1,775	1,852			
Willful Violations	6	4			
Average Serious Penalty	\$3,069	\$3,147			
Follow-ups	49	36			

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 2028

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 increased. 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 workplace 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
- Analyze statistical data to confirm validity of inspection targeting process
- Develop materials and training presentations specific to the construction industry

Outcome	Baseline	2024	2025	2026	2027	2028
Fatalities	109	15	27			
Rate	.00119	.00055	.0098			
Hispanic	N/A	8	13			

Construction	2024	2025	2026	2027	2028	Total
Inspections	858	808				1,666
Goals	800	800				1,600
Consultation	487	471				958
Goals	300	300				600
Trained	1,391	2,523				3,914
Goals	1,000	1,000				2,000

1.2 Decrease Fatality Rate in Logging and Arboriculture by 2% by the End of FY 2028

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. 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 workplace hazards that are common to the industry

Outcome	Baseline	2024	2025	2026	2027	2028
Fatalities	5	4	6			
Rate	.0201	.0112	.0167			

Logging	2024	2025	2026	2027	2028	Total
Inspections	15	20				35
Goals	24	24				48
Consultation	16	20				36
Goals	15	15				30
Trained	623	519				1,142
Goals	150	150				300

2.1 Reduce the DART Rate in Grocery and Related Product Merchant Wholesalers (NAICS 4244 and NAICS 493) by 5% by the end of FY 2028

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 3.4 which was more than twice the overall DART rate of 1.3. For this reason, this industry remains an area of emphasis in the current SP. Operational Procedure Notice (OPN) 145 was updated 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	2024	2025	2026	2027	2028
DART (NAICS 4244)	3.4	3.4	TBD			
DART (NAICS 493)	3.4	3.4	TBD			

Grocery	2024	2025	2026	2027	2028	Total
Inspections	47	42				89
Goals	24	24				48
Consultation	45	26				71
Goals	3	12				15
Trained	401	141				542
Goals	40	40				80

2.2 Reduce the DART Rate in Long-Term Care (LTC) by 5% by the end of FY 2028

While progress has been made in this industry group during previous planning cycles, the baseline rate of 4.4 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 workplace violence in LTC facilities

Outcome	Baseline	2024	2025	2026	2027	2028
DART	4.4	3.0	TBD			

Long Term Care	2024	2025	2026	2027	2028	Total
Inspections	26	28				54
Goals	24	24				48
Consultation	38	37				75
Goals	30	30				60
Trained	59	49				108
Goals	40	40				80

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

The State has established a special emphasis program to address health hazards in the workplace. The current health hazards include lead, silica, beryllium, 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	2024	2025	2026	2027	2028	Total
Inspections	97	71				168
Goals	100	100				200
Consultation	162	259				421
Goals	125	125				250
Trained	450	447				897
Goals	300	300				600

Inspections with Detectable Results

Hazard	Inspections	Samples	Overexposures (Inspections)	Overexposures (Samples)
Silica	11	27	1	1
Lead	6	20	1	3
Beryllium	0	0	0	0
Cr (VI)	5	8	0	0
Isocyanates	2	2	0	0
Totals	24	57	2	4

2.4 Reduce the DART Rate in Establishments in Food Manufacturing (NAICS 311) by 5% by the end of FY 2028

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 1.9 in FY 2023 which was more than the overall DART rate of 1.2. For this reason, food manufacturing was carried over to the current five-year Strategic Management Plan. The baseline rate for this industry is 2.5, which is the five-year average DART rate for the period 2017-2021. Operational Procedure Notice 140 was updated for food manufacturing and to 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	2024	2025	2026	2027	2028
DART	2.5	1.4	TBD			

Food	2024	2025	2026	2027	2028	Total
Inspections	21	18				39
Goals	24	24				48
Consultation	12	16				28
Goals	12	12				24
Trained	59	44				103
Goals	40	40				80

2.5 Reduce the number of Amputations in support of the overall outcome goals of reducing the rate of workplace injuries and illnesses by 5% by the end of FY 2028

The first year of any new addition to the SP is designated as a planning year. FY 2019 was a planning year for Amputations. 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 2019, Operational Procedure Notice (OPN) 149 was developed to provide guidance for conducting amputation SEP inspections

Strategies for Achieving Specific Outcome Goal

- 2.5.1 Meet quarterly to monitor and review the reported results related to Amputations by OSH bureaus
- 2.5.2 The SEP Committee Chair will prepare and distribute biannually to the Compliance Bureau supervisors a summary of the reported Compliance inspections of any trends or hazard trends identified
- 2.5.3 Evaluate information and procedures in the FOM, OPNs, and other department reference materials and make recommendations for revisions to these documents as it relates to Amputations.
- 2.5.4 Develop an OPN for Amputations during the planning period

Amputation	2024	2025	2026	2027	2028	Total
Inspections	183	164				347
Goals	180	180				360
Consultation	191	220				411
Goals	100	100				200
Trained	1,913	1,575				3,488
Goals	400	400				800

PART III – SPECIAL ACCOMPLISHMENTS: FEDERAL FISCAL YEAR 2025

- North Carolina (NC) native, Luke Farley, was elected in November as the 20th State Labor Commissioner and officially sworn into office on January 2, 2025. Before entering public service, Commissioner Farley was an attorney in private practice focusing on workplace safety law. With over fourteen years of experience in the private sector, Commissioner Farley was on the front lines of keeping workers safe and helping small businesses create more and better paid job opportunities. A graduate of UNC-Chapel Hill and Wake Forest University School of Law, Commissioner Farley is committed to protecting our workers and their jobs
- The Federal OSHA Quarterly meeting was held on December 5th,2024. The newly elected Commissioner, Luke Farley, was invited to the meeting to be introduced to OSHA Atlanta Regional staff: Kurt Petermyer (Regional Administrator), Chris Adams (Deputy Regional Administrator) and Americo Pagan (Assistant Regional Administrator) and OSHA Area Director Kim Morton. (Raleigh office)
- In January 2025, the new Commissioner of Labor, Luke Farley, announced NCDOL senior staff changes due to the new incoming administration. Scott Mabry became the Deputy Commissioner/OSH Director of the OSH Division and Jennifer Haigwood became the Chief of Staff.
- More staff changes occurred later in the year with Jennifer Haigwood resigning and David Capen becoming the Chief of Staff. Paul Sullivan, the OSH Assistant Director, retired in April and West Compliance Bureau Chief, Lee Peacock, was promoted to that position. Robert Maedje was promoted to the West Compliance Bureau Chief
- Commissioner Farley has created a ‘NCDOL on the Road ‘initiative that provides a forum in which NCDOL leadership (all departments including OSH) can meet with local businesses and community leaders to share how NCDOL can be a partner in strengthening workplaces through safety training, compliance assistance and other workforce resources
- NCDOL has been making plans to host the Winter Occupational Safety and Health Plan Association (OSHSPA) and the State Lawyer Organization (SOLO) meeting in Wilmington NC in February 24-25,2026.
- North Carolina’s injury and illness rates for Calendar Year (CY) 2024 have stayed at historic low levels. The private sector Total Recordable Case (TRC) rate was 1.9 and the Days Away, Restricted, or Transferred (DART) rate was 1.0. These rates are 17% lower and 29% lower, respectively, than the national rates. When the public sector numbers are included, the overall TRC rate was 2.0 and the DART rate was 1.1. These rates are 23% lower and 27% lower, respectively, than the national rates.
- Effective October 1, 2022, North Carolina minimum and maximum civil penalties associated with occupational safety and health standard violations were increased and will increase annually on July 1, in accordance with the United States Consumer Price Index published by the United States Department of Labor. These changes are reflected in North Carolina

General Statute §95-138(a) in accordance with 13 North Carolina Administrative Code 07A.0301 and 29 CFR 1903.

- The OSH Complaint Desk processed 4,140 complaints and 726 employer reported referrals and received an additional 3,973 unprocessed complaints. The average number of complaints received by the Complaint Desk has continued to average 1,000-1500 more each year than in years prior to COVID-19 and the number of unprocessed complaints continued to steadily climb as well. An online web form was developed in question-and-answer format and directs online complaints toward the appropriate agency. This strategy has assisted in lowering some of the non-agency calls. The addition of a third staff member (Safety Compliance Officer) last year has been credited to the smoother running of the department.

Hurricane Helene

- On September 26, 2024, Hurricane Helene made landfall near the city of Perry, Florida and quickly moved northward towards western North Carolina and eastern Tennessee. According to the National Weather Service, based on the speed of the storm and the amount of rain that fell during the storm, this was the most catastrophic storms to hit the mainland United States since Hurricane Katrina.
- Due to the catastrophic nature of the damage throughout the region caused by the storm, Governor Cooper declared a state of emergency in 25 western counties.
- On October 8, 2024, teams of CSHOs and Consultative staff were sent into the affected communities to offer personal protective equipment, give safety advice and distribute educational materials to those homeowners and small business owners who were trying to recover from the storm.
- Response activities ended on November 25 ,2025. NCOSH staff logged 11,580 miles and 812 manhours driving through the region assisting residents. Staff handed out 558 pieces of personal protective equipment (hard hats, safety glasses, gloves, hearing protection and N95 respirators) to 354 individuals to help keep them safe while they worked to recover from the damage.
- The OSH Division's Asheville field office was also affected by the storm due to loss of power and no potable water from the destroyed utility infrastructure in the local area. The Asheville office was closed for nearly two months. During this period, the compliance staff conducted limited compliance activity (ie., fatality, accident, referral, complaint) and assisted with the outreach activity in the impacted counties. The Asheville office did not return to full compliance activity until approximately 3.5 months after the storm.

Heat Stress

- The Complaint Desk received and entered 351 heat-related complaints in FFY2025. Many others were received but were not entered due to the lack of specific information or hazards no longer current and others being under the jurisdiction of federal OSHA (USPS facilities).
- In June 2025 the Commissioner’s office put out a Press Release that was distributed, published and covered by many media outlets. It publicized the Department’s “Beat the Heat” campaign to prevent heat illness – offering practical tools and best practices designed to help both employers and employees end heat stress and heat-related injuries. Information and links to the department’s website to access helpful tools and information was provided.
- Many safety and health topics on the NCDOL website were updated, including pages on logging, arboriculture, heat stress, recordkeeping and the OSH Division’s special emphasis programs.
- The Agricultural Safety and Health (ASH) Bureau educated farmers, farm labor contractors, and other stakeholders about heat stress prevention through in person training events and by distributing bilingual publications about heat stress during preoccupancy inspections of migrant housing throughout the state.
- In October 2025, ASH participated in three farm labor contractor (FLC) workshops hosted by N.C. Cooperative Extension and trained 27 FLCs on the following topics: migrant housing regulations, field sanitation requirements and heat stress prevention.
- During field inspections, ASH inspectors ensured that employees, farm workers and supervisors are provided with cool drinking water, individual serve cups to drink from, and detailed emergency plans to address heat stress emergencies. They also ensured that employers and employees are aware of the importance of acclimatization methods, rest breaks, adequate shade and the hazards associated with working in the heat.
- Internal newsletters (OSH Update and Labor NC) for OSH staff highlighted the importance of hydrating before completing onsite visits during the summer months and ensuring they are mindful of and act to prevent heat-related illness. In addition, employees were encouraged to share useful tools with employers to highlight onsite monitoring of employees, including the U.S. Department of Labor (USDOL), Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC), National Institute for Occupational Safety and Health (NIOSH) ‘Heat Tool.’ In addition, the National Weather Service and National Oceanic and Atmospheric Association Heat Risk Resource was described and how it identifies potential heat risks in the seven-day forecast
- During the summer months, heat stress prevention was promoted on all NCDOL social media platforms (e.g., X, Twitter, Facebook, Instagram) and on the NCDOL webpage for Special Events.

- The Special Events webpage highlights upcoming training and outreach events including the ‘Heat Illness Prevention Campaign.’ The webpage for Heat Illness Prevention provides information regarding webinars on heat stress prevention and a direct link to the Safety and Health Topics webpage for heat stress. The Safety and Health Topics webpage on heat stress provides a tab for Hazard Overview, Solutions (resources available), Regulations and Learn More (i.e., compliance documents, industry guides, hazard alerts, and technical assistance).
- Heat stress prevention resources that are available on the NCDOL website include speaker’s bureau requests for heat stress prevention training, a pre-recorded webinar on heat stress, a PowerPoint presentation on heat stress, a heat stress podcast, heat stress example programs for agriculture (English and Spanish), general industry and construction, free streaming videos, heat stress webinars during the summer months, a heat stress fatality fact sheet, a heat stress quick card, Q-R code and a heat stress hazard alert.
- The NCDOL website utilized “banners” to promote awareness of training, outreach, and special events including heat stress awareness during the summer months. The banners were located on the NCDOL Home Page, Occupational Safety and Health Home Page and on the Agricultural Safety and Health Home page and linked to the Special Events webpage for Heat Illness Prevention Campaign.
- NCDOL posted heat stress prevention billboards around the state during the summer months in collaboration with our alliance with Lamar Advertising.
- During the FFY, twenty-four public webinars and speaker’s bureau events were conducted on heat stress with 679 employees trained. Training included information on heat stress prevention and free resources available.
- OSH Division’s Operational Procedure Notice (OPN) 141 – Enforcement Guidance for Heat-Related Illness Inspections and Citations, provides staff with enforcement guidance for conducting heat related illness inspections, how to document issues in case files and supplying guidance in issuing citations. It states, “During inspection activity, CSHOs should address heat-related illnesses at both indoor and outdoor worksites where potential heat-related hazards may exist, and inspections should include a review of the employers' plans to prevent heat-related illness.”
- In FFY 2025, Compliance conducted 187 heat-related inspections. Five inspections currently have General Duty Clause citations pending, including two associated with a heat-related fatality.
- Two ETTA Health Standards Officers serve on the Department of Health and Human Services Statewide Heat Related Illness Workgroup and on the Carolinas Heat Coalition Committee.
- In 2025 Commissioner Farley announced the formation of the Commissioner's Heat Stress Advisory Council, a new advisory body created to strengthen worker protection and address heat-related illness and injury in the workplace. The Council will bring together a cross

section of 14 experts, employers, and worker representatives to promote best practices. Starting in November 2025 the participants will meet and start working together on this council.

Mental Health and Suicide Prevention

- The internal OSH Update newsletter, that is published monthly, featured an article in August sharing the OSHA National Suicide Prevention Campaign and Lifeline phone number. It brought awareness to this issue and provided information to staff that could be shared with employers as they conduct inspections and consultative visits.
- At the OSH Annual training event in September 2025, where staff from all over the state come together for three days of training, an external trainer provided instruction on ‘Mental Health in Construction’.

Recruitment & Retention

- During FFY 2025 the OSH Division made significant progress in filling CSHO vacancies. The vacancy rate for CSHO’s had fallen below 10% by the end of FFY 2025. The vacancy rate continued to fall in the first quarter of FFY 2026 to a rate below 6%.
- The Division continues to review internal budget options to increase salaries of existing staff using existing resources. The Division continues to work with the General Assembly to educate members on staffing challenges due to inadequate salaries and benefits. Commissioner Farley has made this a priority in the new administration.
- A state budget was not passed during the legislative session of 2025. The department is operating on a continuation budget for FY 2026.
- During FFY 2025 Commissioner Farley worked with Financial Services and the OSH Division to implement a pay raise for fully qualified compliance safety officers to a minimum pay of \$61,000 to help reduce the gap between their salaries and those for similar safety and health professionals in the private sector.
- The OSH Division continues to use enhanced CSHO recruiting efforts begun in December of 2022 when the Office of State Human Resources approved changes to the pay grade and posting language for the safety and industrial hygienist trainee positions. Candidates with an applicable bachelor's degree, but no safety or health experience can now be hired at the base salary for the applicable pay grade. The trainees must complete a two-year training program prior to being fully qualified and released to conduct independent inspections.
- The OSH Division has taken other actions to increase safety and health professionals’ pay to be more competitive with the private sector. The Division continued to adjust and revise an internal policy that allows salary adjustments for various professional certifications and

designations. The staff certifications and designations 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.

Staff Accomplishments

- The OSH Division continues to promote continuing education of staff and offers occupational safety and health training courses along with Certified Safety Professional (CSP), Associate Safety Professional (ASP), and Certified Industrial Hygienist (CIH) professional certification courses. In addition, certification software and study materials for CSP, CIH, Certified Hazardous Materials Manager (CHMM), Occupational Hygiene and Safety Technician (OHST), Construction Health and Safety Technician (CHST), and Certified Environmental, Safety and Health Trainer (CET) are available in the NCDOL library to assist employees in obtaining certifications. The OSH Division firmly believes that providing staff members with quality training and access to certification software allows them an opportunity for self-improvement and to better serve our customers.
- During FFY, Administrative Procedure Notice (APN) – Professional Certification, was updated to include a new certification, Certified Tree care Safety Professional, which will support our Logging and Arboriculture SEP. In addition, Remote Pilot was also added to the APN for salary adjustments.
- Eleven OSH Division personnel obtained the ASP certification, eight obtained the CSP and three obtained the CHST.
- One OSH Division staff member received the Construction Manager of Environmental Safety and Health, MESH certificate, one received the Industrial Hygiene MESH certificate. Each MESH certificate requires 100 hours of safety and health training. These certificates are offered in collaboration through alliances with N.C. State Industry Expansion Solutions and the Safety and Health Council of North Carolina.
- Five OSH Division staff attained the Federal OSHA Technical Institute (OTI) 500/501, 502/503, and 510/511 courses for authorized trainers. There are seven OSH Division staff members that are authorized trainers for the Train-the-Trainer status for OTI 500-Trainer Course for Construction and eleven that are authorized trainers for the OTI 501 – Trainer Course General Industry. To be eligible for this program, the 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. Staff members are not required to have these two OTI courses to conduct outreach and training activities, however, trainers within the ETTA bureau complete these courses as part of their internal training curriculum.
- At the end of FFY2025, OSH Division staff held a combined total of 329 certifications and designations that included thirty three Certified Safety Professionals, nineteen Associate Safety Professionals (ASP), eight Certified Industrial Hygienists (CIH), one Safety Management Specialist (SMS), two Graduate Safety Professionals (GSP), five Certified

Hazardous Material Managers, eleven Construction Health and Safety Technicians, sixty OSHA Construction Safety Specialists, Three Occupational Hygiene and Safety Technicians, sixty two Managers of Environmental Health, thirteen Virtual Observers (Drones), nine Remote Pilots (Drones) ,forty two Construction MESH, fifty one Industrial Hygiene MESH, 18 Public Sector MESH, one Environmental MESH, one Emergency Preparedness MESH, one Advanced MESH and eighteen Star Team members

- An Applications Technician position was added to the Directors Office to assist with OE management and troubleshooting, data transitions to OSHA and review and updating of the OE manual.

External Engagements

- Since August of 2022, a Health Compliance Officer has served as a Member of the ACGIH Bioaerosols Committee.
- One Compliance District Supervisor and one Consultative Services District Supervisor served on the board of the American Industrial Hygiene Association (AIHA) Carolinas Section.
- A Health Consultant is on the board of directors for the Eastern Carolina Safety and Health School.
- A Consultation Supervisor served as a team member and a Safety Consultant served as a team leader for the Holder- Edison Foard – Leeper partnership at the Charlotte-Douglas International Airport
- A Safety Consultant, who participated in Fall Stand Down Event at the Holder- Edison Foard – Leeper partnership, was a Speaker at the Statesville Construction Forum and Participated in the Safety Days with the Town of Mooresville, NC.
- A Safety Consultant was involved in the planning, organizing, participation and teaching of OSHA Training Institute #3073 Safety and Health in Logging Operations course which was held in Marion, NC in March of 2025. Employees of NC OSH as well as those from other Federal/State OSHA programs participated. This was a yearlong endeavor that involved his contribution to over 170 hours to this course.
- A Safety Consultant was involved in the planning, organizing, participation and teaching of OSHA Training Institute #3072 Safety and Health in Sawmill Operations course which was held in Rutherfordton, NC in August of 2025. This was also a “many months long” endeavor that involved his contribution to over 60 hours to this course.
- A Safety Consultant serves as the Team Member on the Pigeon River Partnership with Ames Construction and an Industrial Hygiene Consultant serves as the Team Leader on the Pigeon River Partnership with Ames Construction.

- An Industrial Hygiene Consultant serves on the N.C. Radiation Protection Commission and on the N.C. Non-Ionizing Radiation Advisory Committee.
- An Industrial Hygiene Consultant taught many sessions of the NC Compliance 125 class for entry level Compliance personnel (mainly Health Compliance).
- An Industrial Hygiene Consultant, taught at the Western Safety Conference.
- An Industrial Hygiene Consultant taught MESH courses through the NC Safety Council's MESH program.
- A Safety consultant is the chair of an active and growing Partnership Committee
- A Safety consultant taught a portion of a 10-hour Construction Course for a General Contractor and covered Silica, Haz Comm, BBP, Respiratory Protection, and Confined Space.
- The OSH Assistant Director and an OSH District Supervisor presented at the AIHA Section Spring 2025 conference.
- Two OSH Compliance District Supervisors served on the board of directors for the Charlotte Regional Safety and Health Conference and the Wilmington Safety School.
- An OSH District Supervisor served as treasurer for the Wilmington Regional Safety and Health School
- Two OSH Compliance Officers and one Compliance District Supervisor presented a roundtable session and a breakout significant case session at the Charlotte Regional Safety and Health Conference.
- More than ten OSH outreach presentations were provided by OSH Compliance and Consultative Services to groups such as the American Society of Safety Professionals, the Carolina Section of the American industrial Hygiene Association, American , Associated Builders and Contractors (ABC) Carolinas, the Gaston HR Association, Coastal Carolina Community College, the Wilmington Safety School, and two commercial construction companies.
- The West Compliance Bureau Chief continued to attend and provide OSH updates at the Carolinas Association of General Contractors (CAGC) quarterly safety committee meetings through our alliance with them. At the meetings, there are usually 20-40 attendees, most of which are safety directors for large construction companies or risk management personnel for insurance companies. Additionally, West Compliance BC presented at the CAGC conference in Myrtle Beach, S.C in March 2025.
- The West Compliance BC presented at the Charlotte Regional Safety and Health Conference in Charlotte N.C. in March 2025.

- Staff from OSH Compliance or ETTA present an OSH Division update at the National Utility Contractors Association (NUCA) of the Carolinas quarterly safety meetings through our joint alliance. At the meetings, there are usually 30-40 attendees, most of which are safety directors for large construction companies, utility contractors, and risk management personnel from insurance companies.
- The OSH Division met with the OSH Advisory Council on November 11, 2024, and May 8, 2025. The OSH Advisory Council provides guidance to the OSH Division on matters related to the OSH Act during meetings that are conducted twice per year, once in the Spring and once in the Fall.
- The OSH Division Director, Assistant Director and NCDOL Chief of Staff continued to attend the Occupational Safety and Health State Plan Association (OSHSPA) meetings during the FFY. The primary purpose of OSHSPA meetings is to share information and ensure consistency among OSHA state programs nationwide.
- The OSH Director is a member of the Federal OSHA's Advisory Council on Construction Safety and Health (ACCSH). The meetings are held in Washington D.C. and are attended by the OSH Director in person whenever possible. ACCSH is a continuing advisory body established to advise the Assistant Secretary for Occupational Safety and Health with respect to setting construction standards and policy matters.
- The OSH Director presented the OSH Update at the April 2025 Eastern Carolina Safety and Health School and the September 2025 Carolina Star Conference.
- During FFY, the OSH Assistant Director continued to serve as a member Candidate of the American Conference of Governmental Industrial Hygienists (ACGIH) Industrial Ventilation Committee.
- The OSH Assistant Director served on the faculty and as co-chair of the North Carolina Industrial Ventilation Conference. Additionally, the OSH division sent eight health Compliance Officers to the weeklong conference in May 2025.
- The OSHA Assistant Director has also been an active member of the CAGC Work Zone Committee since 2024 and has joined the newly formed CAGC Heavy Equipment Safety Committee. The new committee wants to explore best safety practices, legislative action and prevention methods to lower the risk of struck by hazards/accidents associated with construction heavy equipment.
- The OSH Assistant Director presented at the joint NC/SC State Utility Coordinating Committee Conference in Wrightsville Beach, NC in May 2025. This conference brings together key stakeholders from the utilities and excavation industry.
- ETTA Standards Officers continued to attend the quarterly Federal Safety and Health Council meetings.
- The 6th annual NCDOL Construction Forum was held in Statesville on September 25 with

the theme “Precast and Tilt-up Concrete Construction: Optimizing for the future.” It was widely attended by employers and employees across the state with 60 attendees. Topics included concrete and masonry, executing a successful tilt-up project, precast bridge components and construction, precast launches and slipways, and consultative construction.

- During the FFY, ASH continued to strengthen partnerships and associations with other groups including USDOL Wage and Hour, N.C. Department of Commerce, NCSU Cooperative Extension, N.C. Agromedicine Institute, N.C. Community Health Care Association, NC Farmworker Health Program, N.C. Department of Health and Human Services (NCDHHS), N.C. Farmworker Health Program, N.C. Agribusiness Council, N.C. Farm Bureau, Legal Aid of NC and the NC Justice Center and the North Carolina Growers Association.
- Throughout the year, ASH staff educated farmers, farm workers, farm labor contractors, and other stakeholders about Heat Stress prevention through in-person training events and by distributing bilingual publications about Health Stress during preoccupancy inspections throughout the state.
- ASH BC participates in a monthly Project Management Team Advisory Group which includes representatives from NCSU Cooperative Extension, NC Agromedicine Institute, and the NC Farmworker Health Program, a group that was originally established during the COVID-19 pandemic to coordinate outreach and response efforts to the agricultural community. The group continues to work together to discuss challenges faced by the agricultural community, potential solutions, available resources, and information dissemination. Recent topics included hurricane response, emergency preparedness, migrant farmworker access to health care, internet connectivity at migrant housing, and Heat Stress prevention.
- A Consultative Services Supervisor and three ETTA employees serve on the State Emergency Response Committee and the State Emergency Response Commission. Additionally, an ETTA Standards Officer serves in the role of Homeland Security and Emergency Response Coordinator and is responsible for scheduling an emergency response exercise annually.
- OSH Division Health Consultants were invited to provide onsite safety training to Apprenticeship N.C. students at the State Fair, while they participated in a week-long competition run by the North Carolina Community College System.
- The Consultative Bureau Chief was elected Secretary for The National Association of Occupational Safety and Health Consultation Programs (OSHCON).
- A Health Consultant is on the board of directors for the Eastern Carolina Safety and Health School.
- Consultative Services BC spoke at the Mid-Atlantic Safety Council meeting on March 11th along with Frank Weisner and Commissioner Farley.

- North Carolina attended the regional on-site consultation meeting for the eight programs in Region IV.
- The NCDOL Communications Division reached North Carolina employers and employees with safety messages by posting them on numerous social media platforms including Facebook, Instagram, X, YouTube, LinkedIn, Spotify, iTunes and Anchor.
- The agency has two external newsletters that promote upcoming NCDOL and OSH Division events: the Labor Ledger and the Training Newsletter.
- The OSH Division has ten active alliances during the FFY including the CAGC, Lamar Advertising Company, Mexican Consulate, N.C. State Industry Expansion Solutions, NUCA of the Carolinas, the Safety and Health Council of North Carolina (SHCNC), the Tree Care Industry Association (TCIA), the Plumbing-Heating-Cooling Contractors Association (PHCC), North Carolina Masonry Contractors Association (NCMCA) and his new FFY, an alliance agreement with the ABC Carolinas signed March 2025. In August 2025 the alliance with the Mexican Consulate expired. There are no plans to renew at this time. All alliances are directed towards the SEPs in North Carolina to promote more outreach and education in those industries.
- The OSH Division was engaged in four high visibility construction projects in support of the construction strategic plan goal through the partnership program. These included:
 - Whiting – Turner Contracting Company
Siler City – Semi Conductor Facility – Wolfspeed (2023-2025)
 - Holder – Edison Foard – Leeper, A Joint Venture
Charlotte - Charlotte Douglas International Airport – Terminal Lobby Expansion (2021 – 2026; recently extended for Phase 6)
 - Jacobs Engineering Group
Holly Springs - Biotech Manufacturing Facility and Campus (2022 – 2026): recently extended for Phase 2.
 - Barnhill – Balfour Beatty – Metcon, a Joint Venture
Raleigh – North Carolina Education Campus
- ASH Bureau Chief participates in the monthly Project Management Team Advisory Group which includes representatives from NCSU Cooperative Extension, NC Agromedicine Institute, and the NC Farmworker Health Program, a group that was originally established during the COVID-19 pandemic to coordinate outreach and response efforts to the agricultural community. The group continues to work together to discuss challenges faced by the agricultural community, potential solutions, available resources and information dissemination. Recent topics included hurricane response, emergency preparedness, migrant farm workers access to healthcare, internet connectivity at migrant housing and Heat Stress prevention.

Compliance Bureau

- Compliance conducted 1,586 inspections during the FFY. They identified over 3,650 hazardous conditions on these inspections, including over 2,530 (69%) that were classified as serious, willful, or repeat (SWR) violations.
- Over 53% of Compliance inspections conducted identified SWR violations, with a total initial penalty assessment of \$8.1 million. Additionally, only 2.5% of inspections were legally contested by employers.
- Inspections with citations were written and processed in a timely manner which expedited abatement of the hazardous conditions. Compliance had an average lapse time of 56.19 days for safety inspections which was slightly above the national average and 55.47 days and 64.19 days for health inspections, which health was lower than the national averages of 66.50 days.
- Compliance inspected 70 fatalities and catastrophe inspections and identified SWR violations on 67% of those inspections.
- The OSH Division's Unmanned Aircraft Systems (UAS) Program was utilized as a resource during compliance inspections that require aerial photographs and videos. In FFY 2025, drones were successfully deployed on three inspections which aided in evidence collection where staff would otherwise not been able to reach the site due to unsafe conditions. These inspections included multiple high-profile fatality and accident investigations such as an employee falling 21 feet through a skylight on the roof while performing clean-up activities, and an employee being struck-by a bulldozer during site grading operation.
- Each SEP Committee continued to meet quarterly to cover injury and illness trends, inspection and outreach activities, related alliances outreach activities, related compliance documents such as OPNs, along with other initiatives, all in support of the Strategic Management Plan goals. Meetings are attended by members from each OSH Division bureau including supervisors and bureau chiefs. Minutes are maintained on the One Stop Shop.
- The OSH Amputations SEP began in FFY 2019 with a planning year that included the development of a targeting program using North Carolina-specific data to identify industries [North American Industry Classification System (NAICS) codes] with a high rate of amputations per 1,000 employees. Inspections under this SEP began in FFY 2020. Over the five years of conducting inspections within this SEP, OSH Compliance has conducted close to 1,000 Amputations SEP inspections, which 434 were programmed planned including 105 in FFY 2025. including 102 in FFY 2024. This targeting program has proven to be very successful as Serious, Willful or Repeat (SWR) violations have been identified on nearly 70% of those proactive inspections. Nine of the top ten standards cited under this SEP in FFY 2025 were for machine guarding or lockout/tagout violations, the exact amputation hazards this program is targeting.

- The Health Hazards SEP uses the General Schedule targeting metrics (Class I and II safety and health assignments) and overlays NAICS codes likely to have one of the SEP chemicals – silica, lead, isocyanates, asbestos, or hexavalent chromium. Since FFY 2020, OSH Compliance has conducted 289 programmed planned Health Hazards SEP inspections, including 59 in FFY 2025. This targeting program has also proven to be very successful as SWR violations have been identified on nearly 73% of those inspections over the past five years. Thirteen of the top twenty standards cited under this SEP in FFY 2025 were for silica (both in construction and general industry), respiratory protection, and hazard communication, which are all types of health hazards this program is targeting.
- The Health Hazards SEP requested a special webpage on the One Stop Shop that would provide compliance resources for each health hazard in the SEP which includes, lead, silica, isocyanates, beryllium or hexavalent chromium. These webpages were developed and published to the One Stop Shop.
- Two change requests were submitted for the OSHA Express (OE) Data Management System in FFY 2025.
- In FFY 2025, OSH transmitted data from OE to OSHA’s Information System (OIS) via an interface. OSH and the OE vendor continue to work together to ensure that the OE and OIS, State Activity Mandated Measures (SAMM) and State Information Report (SIR) reports are providing accurate data.
- OSH continues to provide administrative support for the OSHA Legacy Data (OLD) system. The OLD system was rolled out in late FFY 2016 and additional features were subsequently added to allow OSHA and State Plans to access and modify pre-OIS inspection files, as necessary. Progress continues to be made in closing open legacy case files. At the end of FFY 2025, OSH had one case remaining in the OLD system.
- The Director’s Office conducted a thorough review of all fatalities and other high-profile inspection files in accordance with Administrative Procedure Notice (APN) 16. The purpose of the Director’s Office review is to ensure that CSHOs have conducted inspections in accordance with Division policies and procedures, properly documented inspection files and that the inspection findings will be legally defensible. In addition to the Director’s Office staff, the case file review process typically includes the compliance officer, district supervisor, bureau chief and Attorney General’s Office representatives. In addition to reviewing fatality and other high-profile cases before citations are issued, the Director’s Office also must review and approve certain informal and formal settlement agreements as set forth by APN 16.
- The beginning of a two-year internal audit was started in 2025 to assess the completeness of received certified files from the district offices to PSIM. These files when requested externally for disclosure must be assessed for completeness by PSIM before the redaction process can commence. The audit will identify the most common requests made by PSIM to the district offices to correct file content and provide guidance for the district offices to

follow to ensure all necessary elements are present in the files before sending the files to PSIM staff.

- Two action requests were received by Compliance. This Quality Program provides opportunities for program improvement identified by customers, OSH 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 (OPN) due to the quality program action items. The program was turned over to the Directors Office in 2025.
- The OSH Laboratory completed 432 in-house equipment calibrations. As part of their quality program, an additional 54 pieces of equipment were sent to the manufacturer for calibration or repair. Several pieces of equipment were not sent out until FFY 2026 , due to them being delayed last year for issues with vendors.

Consultative Services Bureau

- The Consultative Services Bureau (CSB) identified and addressed overexposures in noise and lead.
- 89 private sector companies participated in the Safety and Health Achievement Recognition Program (SHARP) with an additional 22 public sector SHARP sites.
- Two North Carolina SHARP participants reached their ten consecutive year milestones during 2025. These companies are offered extra recognition through CSB, which supports their great accomplishment.
- CSB mailed 357 Rapid response letters to establishments in NC. 396 letters were sent to employers using the Injury Tracking Application (ITA) list obtained from OSHA, in a marketing campaign, we also contacted 1,943 old clients.
- A Consultative Services employee serves as the chair of the Partnership Committee for the OSH Division.
- An OSH Consultative Services Eastern District Supervisor, CPM, CIH, serves on the board of directors as the N.C. Director for the Carolinas Section of the AIHA.
- A Consultative Program Manager serves as Secretary to the National OSHCON Board of Directors.
- During FFY 2025, CSB conducted 1,448 visits which eliminated over 5,639 serious hazards.
- CSB welcomed a new assistant bureau chief, C. Frank Wiesner, who has extensive home building background and is helping the bureau connect with industry. Frank will be creating a marketing message for the department.

- CSB has been actively promoting its services and has been included in the newsletters of multiple trade organizations including the NC Home Builders Association, NC Licensing Board for Plumbing Heating and HVAC Contractors, NC Licensing Board for General Contractors, NC Landscape Contractors Licensing Board and the NC Licensing Board for Plumbing, HVAC and Fire Sprinkler Contractors totaling over 100,000 recipients.
- In mid-August CSB extracted data from OE (OSHA Express) and contacted employers that they had worked with pre-COVID from 2015-2019 but had not had contact with since. CSB mailed 1,800 letters, from this data set, offering CSB services. Multiple requests were received from that effort.

ETTA Bureau

- The ETTA Training Section conducted four 10-hour and two 30-hour general industry awareness courses and six 10-hour and two 30 -hour construction awareness courses.
- ETTA participated in 210 events to include speaker's bureau requests, 10- and 30- hour courses, individual topic workshops, webinars and public outreach fairs and conferences.
- ETTA offered 174 hours of formal training, 201 hours of continuing education, and 62 hours of other job-related training to internal personnel. This included Core course NC 100 – Initial Compliance, NC 105 - Safety Standards, NC 125 – Health Standards, NC-245- Safety and Health Management Systems (On Demand) and Technical Writing. Core Courses are taught by senior OSH Division staff members from ETTA, Compliance and Consultative Services. All core courses (PPTs) were reviewed and updated prior to each course. In addition ,ETTA hosted multiple continuing education courses, including two OCSS modules were offered on excavation and trenching , three OCSS Confined Space Entry ,OTI #3090 Electrical Standards Course, OTI # 3072 Safety and Health in Sawmill Operations, OTI # 3073 Safety and Health in Logging Operations, Significant Cases, 8 -hour HAZWOPPER Refresher, Machine Guarding, Lock-out/Tag-out, ASP/CSP Prep, Arborist Safety, Fall Protection, Logging and Arboriculture SEP, Chainsaw Safety, Scaffolds, Steel Erection, , Respiratory Protection, Mental Health in Construction ,Investigative Interviewing Techniques day in the Life of a General Contractor, Warehousing, Storage and Grocery SEP ,Long Term Care SEP, Electrical Safety ,Heat Stress, Powered Industrial Trucks and Recordkeeping.
- Annually, ETTA mails an outreach letter to construction employers with five or more serious violations. The letter provides employers with information regarding OSH outreach services and publications and is an outreach strategy used by the Construction SEP committee to lower injury and illness rates in construction. This year's letter was sent to 25 employees in January 2025.
- The NCDOL website continued to promote new OSH Division initiatives using banners on the home pages. The banners were updated to notify the public regarding new rules going into effect, upcoming special events including the construction forum, safety stand downs (e.g., heat, falls prevention, trench safety), safety awards season, and other OSH Division activities.

- The NCDOL website Special Events page continued to provide all upcoming 2025 training and outreach related to the construction forum, heat illness prevention webinars, stand-downs, and special emphasis program training events.
- The OSH Division participated with Federal OSHA in the National Safety Stand Down to Prevent Falls in Construction. The training section hosted five webinars: two on fall protection and one each on scaffolds, steel erection and stairways and ladders. ET TA instructors were also on site at four construction events to include Clancy & Theys/Barton Malow in Wilson, Barnhill Balfour Beatty/Metcon in Raleigh, BE & K Building Group in Clayton, and Landmark Builders in Colfax. Attendees at the on-site events were able to observe live demonstrations, provided by training staff ,showing how to inspect, don, and doff a personal fall arrest harness and other personal protective equipment, as well as how to inspect a ladder. ET TA staff taught a total of 1,751 employees during the stand-down. In addition, North Carolina Labor Commissioner, Luke Farley, spoke at the Landmark Builders event.
- ET TA participated in Labor Rights Week (August 25 – August 29) through an alliance with the Mexican Consulate. During the week, ET TA hosted a booth and distributed Spanish publications.
- During Safe + Sound Week, ET TA hosted a webinar on Safety and Health Management Systems that provided training for 92 employees. It was promoted on all NCDOL social media platforms and on the NCDOL Special Events webpage. The Governor’s Proclamation also recognized the Safe + Sound week.
- The OSH Division participated in Trench Safety Stand Down Week. This included advertising the Stand Down on NCDOL social media platforms and on billboard posters. During the Stand Down week, NCDOL hosted three webinars on Excavation and Trenching, and one webinar on heat stress with training provided for 47 employees. The Governor’s Proclamation also recognized the Stand Down Week.
- Grain Safety Stand Up week was promoted on the Special Events page on the NCDOL website and on a billboard posted in the southern part of the state.
- ET TA contributed to the designs of five billboards located on prominent highways in North Carolina. The billboards addressed the following topics: Construction Forum, Fall Prevention Stand Down, Work Zone Safety, Heat Stress Prevention, and the Safe + Sound Initiative.
- The NCDOL (Charles H. Livengood Jr. Memorial) Library loaned out 214 items (e.g., consensus standards, safety videos, certification exam preparation books) to NCDOL employees and registered public patrons.
- The library responded to 452 information requests and 200 reference questions, provided streaming video access (via The Training Network NOW) to 68 patrons, served 362 visitors, acquired 113 items for the collection and cataloged 82 items.

- The ETTA Standards Section responded to 1,919 inquiries regarding interpretations of the standard.
- ETTA’s Standards Section added 30 documents to the Field Information System (FIS), including updates to the FOM, revised OSH Division policies (i.e., OPNs, Administrative Procedure Notices), and adoption of multiple Federal OSHA Instructions and Final Rules. PSIM, Compliance, and/or Legal Affairs work jointly to update and revise FIS documents.
- ETTA’s Standards Section made several revisions between existing publications. This included English and Spanish versions of revised Quick Cards on Heat Stress and English and Spanish versions of revised workplace posters: Wage and Hour Notice and Occupational Safety and Health Notice.
- Through ETTA’s Standards section, final rules adopted in North Carolina included the 29 CFR 1903 Federal Civil Penalties Inflation Adjustments Act, Annual Adjustments for 2025 and two updates to 29 CFR 1910.1200 Hazard Communications.
- ETTA distributed safety and health publications throughout NC.
- ETTA manages the NCDOL OSH content on the NCDOL website. All the safety and health topics on the NCDOL website were updated and seven new topics were added.
- ETTA mailed an outreach letter to 25 construction employees with five or more serious violations. The letter provided employers with information regarding OSH outreach services and publications. This letter is an outreach strategy used by the Construction Sep Committee to lower injury and illness rates in construction.
- ETTA began an initiative utilizing QR codes to direct users to information on the NCDOL website. This resulted in the development of 17 new webpages, numerous subpages, creation of associated QR codes and the publications of those codes on wallet cards for distribution. The new initiative included a focus on North Carolina Special Emphasis Programs and fatality prevention.
- The Carolina Star Program had 28 Star re-certifications and approved four new Star work sites. At the end of FFY 2025, there were 148 Star Sites: 103 Carolina Star sites, 23 Building Star sites, 18 Public Sector Star sites and four Rising Star sites.
- The 28th Annual Carolina Star Safety Conference was held September 17-19, 2025, with a total attendance of 615. The theme of the conference was “Surfs up for Safety.”
- During the 2025 Carolina Star Conference, one Star site was recognized for achieving 25 years in the Star Program. There are a total of nine Star worksites that have achieved the status of 25 years as a Star Program participant.

- Through a Special Star Team Member (SSTM) Program, OSH continued to leverage its limited resources by using specially trained Star site employees and independent private sector safety and health professionals for on-site Star evaluations. During the FFY, three initial courses for SSTMs were conducted. This included the initial training of 37 personnel. A total of 190 SSTMs are trained across the state.
- The Safety Awards Program celebrated its 79th year and awarded 1,900 Gold Awards, 328 Silver Awards, and 53 million-Hour Awards. For this Safety Awards season, 25 Safety Awards Banquets were conducted with a total banquet attendance of 2,187 attendees.
- In FFY 2025, marked the second year of implementation of the new online registration process for receiving and reviewing applications for approval. The new procedure has reduced the overall cost and will increase efficiency in the mailing and application review process.

PSIM Bureau

- PSIM hired a new Bureau Chief, Todd Mcnoldy, in January after the retirement of its previous Bureau Chief. In December 2024.
- PSIM continued to provide notifications of workplace accidents and fatalities to the N.C. Industrial Commission, Fraud Investigation Section of the Criminal Investigations and Employee Classification Division.
- The PSIM Bureau Chief continued to perform duties associated with the responsibility of being the Medical Records Coordinator for the OSH Division.
- PSIM compiled OSH data initiated for the NCDOL Annual Report, the OSH Annual Program Statistics Report, and various other annual reporting requirements.
- PSIM analyzed construction inspection activities for FFY 2024.
- PSIM worked in conjunction with ETTA, Compliance East and West Bureaus and Legal Affairs Division staff to update and revise several Field Operation Manual chapters and Operational Procedure Notices. PSIM staff updated Operational Notice 128 and Administrative Procedure Notices 19 for FFY 2025.
- PSIM continued refinement of the OSH private and public-sector databases to supplement the bureau's exclusive use of the Division of Employment Security database.
- PSIM received, researched, and processed 943 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 worked on various targeting schedules that were updated and assignments released for:

- Public Sector.
 - General Industry (Safety and Health)
 - ASH Preoccupancy
 - Health Hazards (Lead, and Isocyanates)
 - Long Term Care
 - Food Manufacturing
- PSIM received 931 disclosure requests during FFY 2025 and processed 901 requests (586 from FFY 2025 and 315 from previous years) during the fiscal year. PSIM has continued to receive an unprecedented number of disclosure file requests. PSIM continues to see a substantial increase in the number of requests for contested and fatal incident case files as well as a rise in court orders, and subpoenas. This has required an extensive amount of time for disclosure staff and the PSIM bureau chief working with the Attorney General Office and NCDOL Legal Affairs.
 - PSIM coordinated discussions about the strategic plan process for all bureaus in the OSH Division to prepare the FFY 2026 Annual Performance Plan in relation to the 5-year Strategic Management Plan (SMP) for FFY 2024 - 2028.
 - PSIM completed an analysis of data collected from the 2021, 2022, and 2023 Public Sector Surveys, resulting in updated, established target rates for employer specific categories.
 - PSIM received and processed 1,550 requests from the public sector for revisions/changes to the Public-Sector Injury and Illness Survey database.
 - PSIM mailed a total of 3,306 surveys to public sector employers (collection of calendar year 2024 injury and illness data). At the end of FFY 2025, 3,306 survey responses were received with a 100% response rate and a 100% clean rate
 - PSIM added another staff member to the department to work with redactions and disclosures to try reducing the backlog of cases.

ASH Bureau

- The Agriculture Safety and Health Bureau completed 2,109 preoccupancy housing inspections of migrant farmworker housing and conducted 37 compliance inspections. Housing certificates were issued to 2,082 sites with a total occupancy (beds) of 26,973.
- During annual preoccupancy inspections, ASH distributed 2,006 safety and health publications to farmers and farm workers.

- The 31st Annual Gold Star Growers' meeting was held on February 7, 2025. 98 Double Gold Star growers and 76 Single Gold Star growers were recognized for accomplishments during the 2025 season.
- The ASH staff participated in a farm labor contractor (FLC) workshop hosted by NC Cooperative Extension and trained 22 FLCs on migrant housing regulations, farm equipment, field sanitation requirements, and heat stress prevention.
- The ASH Bureaus new preoccupancy inspection program went live in October 2023. Throughout the 2025 season ASH staff assisted growers and FLC in registering migrant housing and uploading supporting documents. The new inspection program has improved the bureaus efficiency and reduced the amount of time it takes to certify migrant housing in the state.
- In December 2024, ASH staff presented at a virtual, H2-A pre-season meeting to share ASH's new, online migrant housing registration and certification report, and discuss migrant housing registrations, inspections, and certification processes. Attendees included staff from USDOL Wage and Hour, NC Department of Commerce, Southeast Non-Profit Housing, NC State Extension, H2-A agents, and farm labor contractors.
- ASH BC presented at a virtual training event for NC Cooperative Extension Agents in March 2025 and explained NCDOL's role in NC, basic housing requirements, and frequently cited standards so agents could help inform growers of their responsibilities and increase compliance across the state.
- In June 2025, ASH staff attended a Virtual Agricultural Seminar hosted by the U.S Department of Labor's Wage and Hour Division and learned about key agricultural topics including the H2-A guest worker program, wages, transportation, housing, and worker protections.