

2018 Annual Report



Cherie Berry
Commissioner of Labor

Contents

Foreword	iv
Overview	1
Administration Division	2
Communications	3
Financial Services	3
Governmental Affairs	4
Human Resources	6
Information Technology	7
Legal Affairs	7
Research and Policy	11
Occupational Safety and Health Division	14
Agricultural Safety and Health Bureau	15
Compliance Bureaus – East and West	16
Consultative Services Bureau	21
Education, Training and Technical Assistance Bureau	22
Planning, Statistics and Information Management Bureau	25
Standards and Inspections Division	28
Boiler and Safety Bureau	29
Elevator and Amusement Device Bureau	30
Mine and Quarry Bureau	32
Retaliatory Employment Discrimination Bureau	33
Wage and Hour Bureau	34
Notes	37
Index of Acronyms	37

Foreword

I wish to acknowledge the cooperation of all the fine employees of the various divisions of the Department of Labor who made possible the many accomplishments and services to the people of North Carolina that are recorded in this report. The dedication shown by these employees helps make North Carolina a safe and healthy place to work and live.



Cherie Berry
Commissioner of Labor

N.C. Department of Labor

Overview

The labor commissioner is a constitutional officer elected statewide by the people of North Carolina to serve a four-year term running concurrently with the governor and all other members of the Council of State. On Nov. 8, 2016, Cherie Berry became the first labor commissioner in the history of the state to be elected to a fifth four-year term.

The General Statutes provide the labor commissioner with broad regulatory and enforcement powers to achieve the objective of promoting the health, safety and general well-being of working North Carolinians. Foremost among her duties are the administration and enforcement of the occupational safety and health standards. Her duties also include enforcement of wage and hour laws, employment discrimination involving retaliation and the provision of free education, training and consultation to ensure safe and healthy working conditions for North Carolina's employers and employees. Mine safety and health training is also provided to owners, operators and contractors working in North Carolina's mining industry. The labor commissioner also ensures the public's safety through the administration of inspections of boilers, elevators, escalators, amusement rides and inflatable devices.



Labor Commissioner Cherie Berry

The N.C. Department of Labor's mission is to foster a safe, healthy, fair and productive North Carolina by:

- Providing responsive, effective and efficient services.
- Providing and encouraging quality education and training.
- Administering consistently and fairly our regulatory mandates.
- Enhancing public confidence in the Department of Labor.

North Carolina's workforce contains more than 4 million workers in more than 270,000 private and public sector businesses. The laws and programs the department administers affect every worker—and virtually every person—in the state.

Department of Labor history dates back to 1887, when the N.C. General Assembly created the Bureau of Labor Statistics. In a reorganization of labor functions in 1931, the NCGA laid the groundwork for the department's transformation into an agency with laws and programs affecting most state citizens. Departmental divisions and bureaus carry out its principal regulatory, enforcement and informational programs.

The N.C. Occupational Safety and Health Review Commission operates independently from the department. The Review Commission, whose members are appointed by the governor, hears appeals of citations and penalties imposed by the Occupational Safety and Health Division.

Administration Division

Administration provides support for Commissioner Berry's office and the entire N.C. Department of Labor. Administration comprises five divisions: Communications; Financial Services; Governmental Affairs; Human Resources; Legal Affairs; and three bureaus: Information Technology; Publications; and Research and Policy.

Statistical Highlights for 2018

Communications

- Released 77 news releases and media advisories.
- Managed the *Labor Ledger* database, which has 16,714 subscribers as of Dec. 31, 2018.
- Produced more than 1.3 million impressions and processed nearly 1,012,000 pieces of incoming and outgoing mail for the department's Raleigh area offices through its Publications Bureau.

Financial Services

- Managed the annual budget for state fiscal year 2018, which totaled \$38,521,042; revenue: \$20,899,039; appropriations: \$17,622,003.

Governmental Affairs

- Monitored the short session of the General Assembly.

Human Resources

- Managed HR functions for 349 employees as of Dec. 31, 2018.

Information Technology

- Monitored and responded to inquires submitted on the NCDOL website, which had 2,436,079 visits in 2018.
- Responded to a total of 5,548 internal telephone and email requests for assistance via IT Desktop Services.

Legal Affairs

- Collected and distributed \$26,108.65 in outstanding wages owed employees and fees owed the agency.
- Concluded the process for periodic review and expiration of rules for the Administration Division (Departmental Rules); Standards and Inspections Division (Conciliation and Arbitration, Elevator, Mine and Quarry, Boiler and Pressure Vessel Safety, Retaliatory Employment Discrimination, Job Listing Services, and Private Personnel Services); and the Agricultural Safety and Health Bureau as related to the Migrant Housing Act of North Carolina. Adopted Wind Turbine Rules for the Elevator and Amusement Device Bureau. Finalized verbatim rule adoptions for the OSH Division.

Research and Policy

- Conducted the Survey of Occupational Injuries and Illnesses and the Census of Fatal Occupational Injuries. The 2017 nonfatal incident rate for private sector industry declined to 2.3 per 100 full-time employees from 2.5 in 2016. The number of fatal occupational injuries increased to 183 from 174. The fatal incident rate increased to 3.9 from 3.7 per 100,000 full-time employees.

Communications

NCDOL Communications provides publications and information to the general public and media outlets. Information is handled in a number of ways—through direct telephone contact with the members of the media and general public, news releases, newsletters, social media, brochures, manuals and other publications. Communications also compiles the department’s annual report, prepares talking points for NCDOL personnel, coordinates guests for the department’s newly launched, *Inside NC Labor*, biweekly podcast and promotes the department’s programs and initiatives to the public. The Publications Bureau designs and prints workplace safety documents and other materials made available to the public.

Communications edits all materials printed by Publications and publishes pertinent information to the department’s website. Communications released 77 news releases and media advisories in 2018. Topics included SHARP and Star Program ceremonies, safety award winners and other events and programs.

Communications manages the department’s social media platforms on Facebook, YouTube, Instagram and Twitter, posting content for all NCDOL divisions and bureaus. The Facebook page increased from 809 likes at the beginning of the year to 971 likes at the end of the year. Communications continued to use the department’s Twitter account that began in May 2012. Communications tweeted 214 times during 2018. The department’s Twitter account grew from 1,227 followers at the beginning of the year to 1,427 at the end of the year. Since starting the Instagram page in October of 2016, the platform increased to 262 followers by the end of 2018.

Communications produces and manages the department’s external newsletter, the *Labor Ledger*, which has an electronic subscription base of 16,714 as of December 2018. Publications’ print shop produced more than 1.3 million impressions. The print shop staff also processed 1,012,000 pieces of incoming and outgoing mail for the department’s Raleigh area offices.

The Communications Division continues to work with Digital Services, a division of the Department of Information Technology, to maintain and publish material as needed to the NCDOL website. A major redesign in 2017 made the website mobile-friendly and easier to navigate for those accessing the website from smart phones or tablets. The Communications Division houses a site administrator and serves as the owner representation for the agency.

Financial Services

The Financial Services Division is staffed by 13 employees that are responsible for planning, directing and coordinating all fiscal-related areas of the agency. Financial Services ensures fiscal integrity and compliance with all applicable federal, state and agency laws, regulations and policies, while providing effective leadership for the safeguarding, tracking, and utilization of all assets and resources for the agency.

The basic areas of expertise include, but are not limited to, budgeting, general accounting, accounts payable, accounts receivable, collections, federal grants administration and procurement. Financial Services is responsible for compiling and reporting to various groups such as employees, employers, state and federal officials, legislators and the general public, the financial operations of the agency are reported in a complete and concise manner. Financial Services staff work with so many different groups, it is essential that open and accurate channels of communication exist, and the information is timely, accurate, and easily understood. Financial Services continues with initiatives to streamline operations with creative uses of technology and more effective practices of our skilled staff.

Financial reporting is completed on a state fiscal year basis. Table 1 provides data for each fiscal year beginning in FY 2015 through FY 2018.

Table 1
Financial Services Division Activities, FY 2015 Through FY 2018

	FY 2015	FY 2016	FY 2017	FY 2018
Annual budget	\$33,001,909	\$32,883,771	\$34,921,243	\$38,521,042
Revenue	\$17,044,163	\$16,689,234	\$18,210,294	\$20,899,039
Appropriations	\$15,957,746	\$16,194,537	\$16,710,949	\$17,622,003
Average no. of checks issued each month	341	331	351	384
Average amount of expenditures each month	\$2,289,040	\$2,239,132	\$2,362,829	\$2,561,661
Percentage of invoices processed within 5 days of receipt	99	99	99	99
Average number of purchase orders issued each month	39	41	51	65
Monthly average value of purchase orders issued	\$61,849	\$58,013	\$73,978	\$140,254
Average amount of inspection fees, fines and penalties collected each month	\$886,509	\$898,593	\$893,389	\$994,641
Average number of A/R invoices processed for inspection fees, fines and penalties each month	3,253	4,493	3,824	3,689

Governmental Affairs

The 2017–2018 General Assembly reconvened on Wednesday, May 16, 2018, to officially commence the 2018 short session. The House and Senate concluded its short session work on Friday, June 29. The General Assembly reconvened on several occasions before the end of the year to address hurricane recovery needs and pass legislation to implement approved Constitutional amendments from the Nov. 6 election. This document briefly summarizes the legislation that the Governmental Affairs Division tracked during the short session.

SB 99 – Appropriations Act of 2018 (S.L. 2018-5)

This bill makes changes to the biennial budget set forth in S.L. 2017-57 (Appropriations Act of 2017) and became effective on July 1, 2018. The N.C. Department of Labor’s budget remained unchanged, but the bill does provide for a 2 percent raise for most state employees, as well as five days of bonus leave.

Additionally, there are several provisions in the budget bill that are of interest to the department:

- **Section 26A.2** requires all Cabinet Agencies to use Temporary Solutions to fulfill all temporary positions but includes an exception for Council of State agencies. Council of State agencies may use Temporary Solutions at their own discretion.
- **Section 35.19** grants Council of State agencies the sole authority to set the salaries of exempt policymaking and exempt managerial staff, within the minimum and maximum rates plus 10 percent.

SB 335 – Budget Technical Corrections (S.L. 2018-97)

This bill makes technical and policy adjustments to Senate Bill 99 (Appropriations Act of 2018).

Provisions in the bill that are of interest to the department:

- **Section 5.6** transfers the Human Trafficking Commission from the Department of Justice to the Administrative Office of the Courts (of note because the department has a seat on the Commission).
- **Section 6.3** appropriates \$1.5 million in non-recurring funding to the Human Trafficking Commission.
- **Section 8.3** provides Council of State agencies with additional flexibility for certain classification and salary actions.

SB 735 – Various OLB and Admin Law Changes (Marketplace Contractor Amendment)

In its original form, this bill would make various changes to the financial reporting requirements of occupational licensing boards and increases oversight of these boards.

The bill was amended on the House floor by Rep. Jason Saine, who added Part VIII (Worker Classification for Digital Platforms). This new section would amend the Wage and Hour Act by adding definitions for “marketplace contractor” and “marketplace platform” and exempting those entities from most provisions of the act.

As background, in January 2018 the department met with representatives for marketplace contractor Handy. Handy has worked in other states to propose legislation regarding worker classification for marketplace contractors. The department did not specifically support or oppose the amendment, but offered technical suggestions to clarify the language.

The Saine amendment passed the full House 99-1 and the bill itself passed 91-4. The Senate declined to take any further action on the bill.

The bill was referred to Senate Rules where it remained for the duration of the short session.

SB 153 – Military Retiree State Income Tax Relief

This bill provides income tax relief to retired Armed Services members by allowing a tax deduction of Armed Services retirement pay; Part VIII, added in the House Finance Committee, makes changes to the workers’ compensation laws and labor laws concerning marketplace contractors. It is identical to the amendment made to SB 735, as described above. The bill was ultimately re-referred to the House Rules Committee where it remained for the duration of the short session.

HB 379 – Recodification Working Group (S.L. 2018-69)

This bill requires certain state agencies, boards and commissions that have the power to define conduct as a crime in the North Carolina Administrative Code to create a list of crimes defined by the agency, board or commission that are in effect or pending implementation. As stated in a report submitted on Nov. 30, 2018, NCDOL’s administrative code does not include any definitions for crimes, either in effect or pending.

HB 1033/SB 774 – Monitor State Agency Spans of Control

This bill came about as the result of a study by the Program Evaluation Division. It establishes a process for monitoring spans of control and organizational layers within state agencies. The bill requires the Office of State Human Resources to incorporate spans of control and organizational layers as components of position and job classification analyses.

The bill was referred to House Committee on State Personnel and Senate Rules, no additional action was taken by the legislature.

HB 1042/SB 759 – DOA Efficiency/PED

This bill came about as the result of a study by the Program Evaluation Division. This bill recommends improved efficiencies of the state’s administrative services, including reduction in the number of state-owned passenger vehicles and an analysis of the use of office space.

Of interest to the department is Section 2(2), which calls for the General Assembly to conduct a business case analysis to evaluate alternatives to reduce costs and generate additional revenue through the sale or lease of the Old Revenue Building.

The bill was referred in the House to the Committee on State and Local Government, and in the Senate to Senate Rules, with no additional action taken by the legislature.

Additional Bills Introduced That Did Not Become Law

- Legislation that would prohibit wage discrimination based on gender and appropriate funds to NCDOL for public education on provisions of the act.
- Legislation that would ratify the Equal Rights Amendment of the U.S. Constitution to the North Carolina Constitution. It would also appropriate funds to NCDOL for public education.
- Legislation that would raise the state minimum wage and provide for an automatic cost of living adjustment each year. This legislation would amend the state constitution as well as the Wage and Hour Act.

Human Resources

The Human Resources Division supports the department through the administration and management of workplace services and the personnel policies and procedures established by the State Personnel Act (N.C. Gen. Stat. § 126). Human Resources chronicled new hires, separations from service, promotions within the department, job postings, applications received and total personnel actions processed. In addition, the two part-time Human Resources Division receptionists in the Labor Building assisted the department by responding to 1,454 phone calls in 2018.

Working with a third-party administrator, Human Resources administers the department’s workers’ compensation program. There were seven reported injury/illness claims during 2018. Of these, five qualified as OSHA recordable injuries. Table 2 provides a comparison of HR activity in calendar years 2015 through 2018.

Table 2
Human Resources Activities, Calendar Years 2015 Through 2018

	2015	2016	2017	2018
New Hires	42	59	43	45
Separations	49	48	53	46
Promotions	25	21	15	19
Job Applications Received	7,813	10,960	8,377	7,302
Personnel Actions Processed	417	856****	898*	1182**
Total Positions on 12/31	382	382	382	384
Total Employees on 12/31 (includes part-time employees sharing one position)	340	352	347	349
Positions Posted for the Year (internal, external and repostings)	91	99	74	119
Average Employee's Age	50	51	50	50
Average Employee Service Months	158	150	144	146
EEOI Training/Refresher Course		2	8	6

*Includes 344 legislative increase salary adjustments and 169 salary adjustment fund actions.

** Includes 340 legislative increase salary adjustments, 341 Reallocations due to Classification Pay Plan change with Class and Comp system, 140 Range Revisions due to the Reallocations with Class and Comp System, and 4 salary adjustments to bring employees up to minimum of the new pay range.

****Includes 326 legislative increase salary adjustments and 143 salary adjustment fund actions.

Information Technology

Information Technology provides the department with information technology services for the administration, design, engineering and acquisition of all software and hardware, while providing daily desktop services and support. It also supports a federal-level information system, OSHA Information System, which is used by the Occupational Safety and Health Division.

In 2018, Information Technology's accomplishments included:

- The IT Desktop Services responded to a total of 5,548 internal telephone and email requests for assistance.
- The department continues to utilize and grow its Onbase document management system to enable the department to more efficiently provide services to the public.
- Monitored and responded to inquires submitted via the NCDOL website, which had 2,436,079 visits in 2018.

Legal Affairs

The Legal Affairs Division advises the commissioner of labor and the department, as a whole, on a wide variety of legal issues. The division monitors all legal issues related to the department. This includes reviewing and referring cases for litigation to the N.C. Attorney General's Office; advising the commissioner and the department when policy developments involve legal issues; drafting and conducting legal reviews of policies and procedures; fielding a wide variety of constituent questions/issues on a daily basis; serving as

liaison between NCDOL and the Occupational Safety and Health Review Commission for the purpose of distributing contested case documents, and coordinating compliance officers' availability for pending hearings before the Review Commission; maintaining a comprehensive employee database and auditing employee compliance with the NCDOL State Vehicle Use Policy; tracking and initiating appropriate action on all bankruptcy matters affecting the department from filing proof of claims to recovery/distribution of outstanding wages, invoices and civil money penalties; handling distribution of outstanding wage and hour debts on behalf of employees before and after the indebtedness has resulted in a civil judgment; serving as liaison between NCDOL and the Attorney General's Office for contested case petitions filed at the Office of Administrative Hearings under N.C. Gen. Stat. § 150B; conducting a variety of jurisdictional case file reviews and comprehensive reviews of potential litigation files for wage and hour/retaliatory employment discrimination complaints; housing the position of chief records retention officer for the department; housing the position of agency rulemaking coordinator, who is responsible for coordinating/conducting all administrative rulemaking activities for NCDOL, and for preparing/filing all rulemaking reports required by N.C. Gen. Stat. § 150B; housing the position of agency ethics liaison to field ethics questions, track ethics training, and ensure conformance with the reporting requirements of the state ethics laws; and housing the position of agency business license coordinator to ensure conformance with reporting requirements of licenses/permits obtained from the department by the public.

Wage and Hour Judgments/Settlement Disbursements

The Legal Affairs Division works with the Wage and Hour Bureau to review investigations, which result in findings of outstanding wage payments that are referred to the Attorney General's Office for litigation. Legal Affairs also coordinates with the Attorney General's Office on collection efforts related to wage and hour cases in which a judgment has been obtained. All outstanding judgments are in different stages of the collection process, as the division continues to actively pursue collection of these wages for the employees to whom they are owed.

The division works actively with employers to collect monthly payments after the employer defaults on any settlement agreement the employer entered into with the Wage and Hour Bureau to pay back wages, plus interest, to one or more employees. The Legal Affairs Division also continues to work with various employers to collect and distribute wages and interest that was owed to current and former employees. During 2018, the Legal Affairs Division distributed previously collected wages to employees in the amount of \$4,302.06. In addition, the Legal Affairs Division collected and distributed wages to employees in the amount of \$21,405.49 and obtained reimbursement of fees in the amount of \$401.10. The total of all wages and fees collected and distributed in 2018 was \$26,108.65.

Division/Departmental Policies and Procedures

The Legal Affairs Division continues to collaborate with the Elevator and Amusement Device Bureau to review and revise certain policies, practices and procedures, including 2017 legislative revisions to the Passenger Tramway Safety Act found in Article 15 of Chapter 95 of the N.C. General Statutes. These revisions are an effort to modernize inspection procedures, maximize the effectiveness of penalty assessment and collections, and conserve time for field and office staff alike through a variety of measures. Work on revising these policies and procedures will continue into 2019.

The Legal Affairs Division is responsible for maintaining and auditing driving records in accordance with the NCDOL State-Owned Vehicle Use Policy. All NCDOL personnel who may have the potential to drive a state-owned vehicle during their course of employment with the department, or who are required to have a valid North Carolina driver's license for purposes of their employment, must submit a signed form to Legal Affairs Division and a DMV history search will be conducted. After review of an acceptable minimum 10-year history of the employee's driving record, an employee may be authorized to drive a

state-owned vehicle.

All employees with the department who drive as part of their job duties or who are authorized to drive a state vehicle, must report all traffic violation citations to their supervisor immediately upon being cited for a violation; the supervisor then notifies the chief of staff and the Legal Affairs Division. A periodic audit of each division of the agency is also performed to confirm all employees continue to be eligible to drive a state-owned vehicle.

Upon request and assignment by the Office of State Human Resources, members of the Legal Affairs Division provide mediation services to other state agencies as a part of OSHR's grievance procedure.

The division provides continuous support to the entire department through such things as administrative assistance, interpretations, guidance and assistance on specific matters and issues, and enforcement/investigation of policy and procedure violations.

Public Record Requests

The Legal Affairs Division is responsible for responding to various public records requests to the agency in relation to the Public Records Act, found in Chapter 132 of the N.C. General Statutes.

Occupational Safety and Health Variances

In accordance with N.C. Gen. Stat. § 95-132, employers may apply to the commissioner of labor for a temporary, permanent or experimental variance from a promulgated occupational safety and health standard. The Legal Affairs Division works with the Education, Training and Technical Assistance Bureau to review variance applications and to ensure compliance with the N.C. General Statutes, N.C. Administrative Code, and the Code of Federal Regulations. The division also prepares and files the paperwork necessary to process a variance request in accordance with Title 13, Chapter 07A, Section .0700 of the N.C. Administrative Code, Rules of Practice for Variances: Limitations: Variations: Tolerances and Exemptions. There were no variance requests filed in 2018.

Rulemaking

Periodic Review and Expiration of Rules

In the 2013 legislative session, the General Assembly enacted Session Law 2013-413. This law established Gen. Stat. § 150B-21.3A, "Periodic Review and Expiration of Existing Rules." This statute requires the Rules Review Commission to establish a process and schedule for those covered agencies to ensure compliance with the law. This schedule and process requires agencies to review all their active rules codified in the N.C. Administrative Code every 10 years.

As part of the process, agencies must classify each rule subject to review as:

1. "Necessary with substantive public interest," generally meaning the rule is needed, but there is a known or suspected concern about it from the public;
2. "Necessary without substantive public interest," generally meaning the rule is needed and there is no known concern from the public; or
3. "Unnecessary," meaning the agency determined the rule is obsolete, redundant or otherwise no longer needed.

The review has been completed in stages, beginning in 2014. The agency's current periodic review process was completed in May of 2018 at a hearing before the N.C. Rules Review Commission. The Rules Review Commission reviewed the following rules: Departmental Rules (13 NCAC 01); Conciliation and Arbitration (13 NCAC 04); Elevator Wiring (13 NCAC 05); Mine and Quarry (13 NCAC 06); Boiler and Pressure Vessel (13 NCAC 13); Migrant Housing (13 NCAC 16); Private Personnel Services (13 NCAC 17); Job

Listing Services (13 NCAC 18); and Retaliatory Employment Discrimination (13 NCAC 19).

One of the elevator rules was a duplicate of a current elevator rule and was submitted to be unnecessary. All other rules were found to be necessary without substantive public interest.

Elevator and Amusement Device

Safety Standards for Wind Turbine Tower Elevators (13 NCAC 15 .0208) - effective Nov. 1, 2018.

The agency adopted this rule in response to the installation of 104 wind turbines in the eastern part of North Carolina, known as the Amazon Wind Farm. The Elevator Safety Act of North Carolina, Article 14A of Chapter 95 of the N.C. General Statutes, requires the Elevator and Amusement Device Bureau of the N.C. Department of Labor to inspect and have tested for acceptance all new, altered, or relocated devices or equipment subject to the provisions of Article 14A. Wind turbines incorporate a specialized elevator into their design. The elevator inspectors will inspect the wind turbine elevators based on the A17.8-2016 standards.

Verbatim Adoptions: Occupational Safety and Health

Cranes and Derricks in Construction: Operator Certification Extension – May 1, 2018

Construction (13 NCAC 07F .0201)

The division adopted verbatim changes to Title 29 of the Code of Federal Regulations promulgated by federal OSHA, which included changes to Part 1926—Construction. This verbatim adoption became effective May 1, 2018.

The final rule, published in the Federal Register on Nov. 9, 2017 (82 FR 51986), delays implementation of its Construction standards on Cranes and Derricks in Construction: Operator Certification Extension for one year. The final rule delays until Nov. 10, 2018, the deadline for employers to ensure that crane operators are competent to operate a crane safely for the same one-year period. OSHA's final rule became effective Nov. 9, 2017, and included the one year certification extension.

The amendment of 13 NCAC 07F .0201 is required by 29 CFR 1902.4(a)(1) and G.S. 95-131(a) in order for North Carolina's occupational safety and health program to be as effective as the federal OSHA program and to maintain North Carolina's state plan status under the federal Occupational Safety and Health Act of 1970. This rule was adopted in accordance with 150B-21.5(c).

Revising the Beryllium Standard for General Industry (Direct Final Rule) – Nov. 7, 2018

General Industry (13 NCAC 07F.0101)

The division adopted verbatim changes to Title 29 of the Code of Federal Regulations promulgated by federal OSHA, which included changes to Part 1910—General Industry. This verbatim adoption was effective Nov. 7, 2018.

The final rule, published in the Federal Register on July 3, 2018 (83 FR 31045), confirms the effective date of the direct final rule published May 7, 2018, adopting several clarifying amendments to the beryllium standard for general industry to address the application of the standard to materials containing trace amounts of beryllium. Since no significant comments were received, federal OSHA's final rule became effective July 6, 2018.

The amendment of 13 NCAC 07F .0101 is required by 29 CFR 1902.4(a)(1) and G.S. 95-131(a) in order for North Carolina's occupational safety and health program to be as effective as the federal OSHA program and to maintain North Carolina's state plan status under the federal Occupational Safety and Health Act of 1970. This rule was adopted in accordance with 150B-21.5(c).

Limited Extension of Select Compliance Dates for Occupational Exposure to Beryllium in General Industry (Final Rule) – Dec. 12, 2018

General Industry (13 NCAC 07F.0101)

The division adopted verbatim changes to Title 29 of the Code of Federal Regulations promulgated by federal OSHA, which included changes to Part 1910—General Industry. This verbatim adoption became effective Dec. 12, 2018.

The final rule, published in the Federal Register Aug. 9, 2018 (83 FR 39351), confirms the effective date of the Aug. 9, 2018, final rule, which extends the compliance date for certain ancillary requirements of the general industry beryllium standard to Dec. 12, 2018. This standard protects workers from the hazards of beryllium exposure. The Dec. 12, 2018, compliance date affects only certain ancillary provisions of 29 CFR 1910, Subpart Z – Toxic and Hazardous Substances. The ancillary provisions include, but are not limited to, methods of compliance, beryllium work areas, regulated areas, personal protective clothing and equipment, hygiene areas and practices, housekeeping, communication of hazards, and recordkeeping. Since no significant comments were received, OSHA’s final rule became effective Aug. 9, 2018.

The amendment of 13 NCAC 07F .0101 is required by 29 CFR 1902.4(a)(1) and G.S. 95-131(a) in order for North Carolina’s occupational safety and health program to be as effective as the federal OSHA program and to maintain North Carolina’s state plan status under the federal Occupational Safety and Health Act of 1970. This rule was adopted in accordance with 150B-21.5(c).

Research and Policy

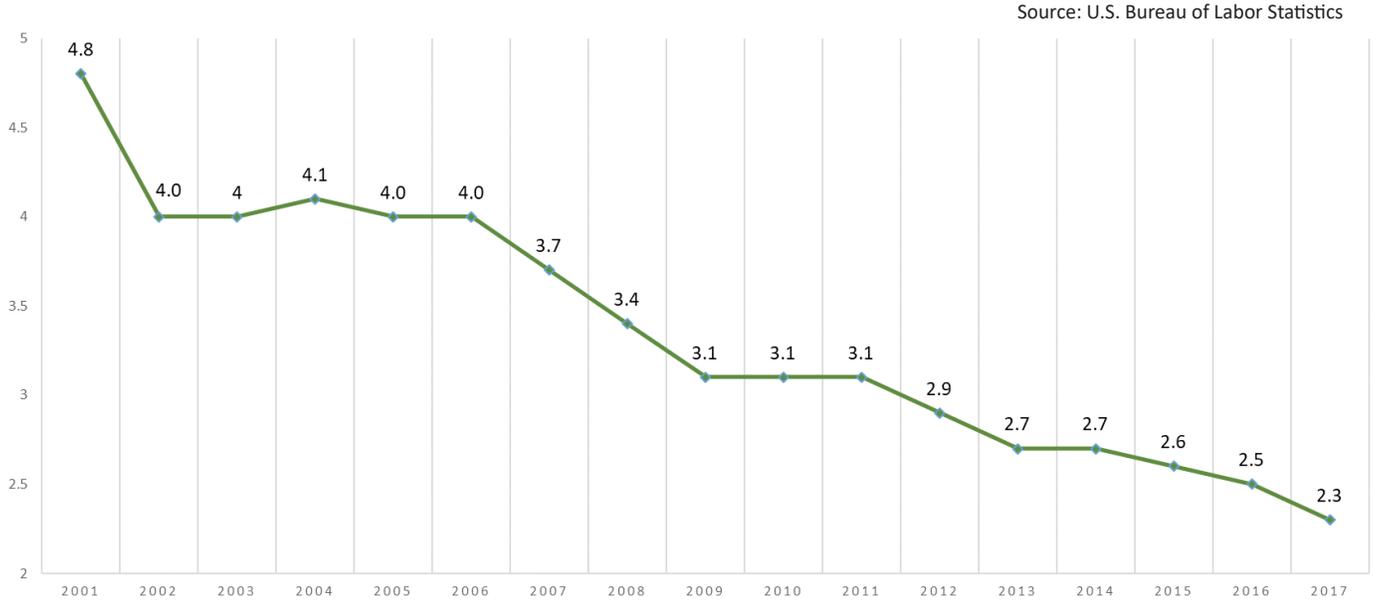
Research

The research area of the division collects information and data for use by the commissioner of labor. The bureau develops and implements special programs and projects.

Safety and Health Survey Section

The Safety and Health Survey Section collects, reviews, refines and publishes the Survey of Occupational Injuries and Illnesses data for certification to the U.S. Bureau of Labor Statistics. The data, used by both state and federal departments of labor, provides accurate estimates of North Carolina’s work-related injury and illness rates and counts as well as details about demographic and case characteristics for injured workers. The state incidence rate for injuries and illnesses in the private sector was 2.3 for every 100 full-time employees in 2017, which was significantly below the national rate of 2.8. The 2017 nonfatal injury and illness rate for North Carolina declined from 2.5 in 2016 and represents an all-time low. (See Figure 1.)

Figure 1
Nonfatal Occupational Injury and Illness Rate for North Carolina, Private Sector, Calendar Years 2001 Through 2017



Annually, North Carolina samples roughly 8,600 establishments for the Survey of Occupational Injuries and Illnesses. For the 2017 survey (collected during 2018), the state sampled 8,600 establishments, of which 7,519 remained collectible after accounting for business closures, sampled unit changes and duplicate sampled units. This total collectible number ranks as the fifth highest total among all states and represents 24 percent more collectible units than the next closest state.

The sample selection process begins with North Carolina providing a list of important industries to BLS. When BLS randomly selects establishments for participation in the survey, it does so within those targeted industries in order both to ensure that the survey produces estimates for industries important to North Carolina and to guarantee that North Carolina’s sample reflects the business community generally. Within those targeted industries, BLS then draws a random sample of establishments using data obtained from the Quarterly Census of Employment and Wages.

The survey includes private, local and state entities sampled at the establishment level, not the business or corporate level. As such, BLS may sample a single company more than once if it owns or operates multiple locations. BLS then mails survey participants a prenotification letter informing them about the survey and asking them to maintain injury and illness records for the following year. The mailing also provides all necessary documents, such as copies of the OSHA 300A logs, since federal regulations require all sampled establishments to participate regardless of whether or not they normally maintain annual OSHA logs.

Sampled units receive the actual survey in January following the surveyed year. In 2018, 86 percent of sampled establishments responded to North Carolina’s 2017 survey. NCDOL staff members refer any establishments that have failed to respond or have expressly refused to respond to the survey to the federal Bureau of Labor Statistics for further action.

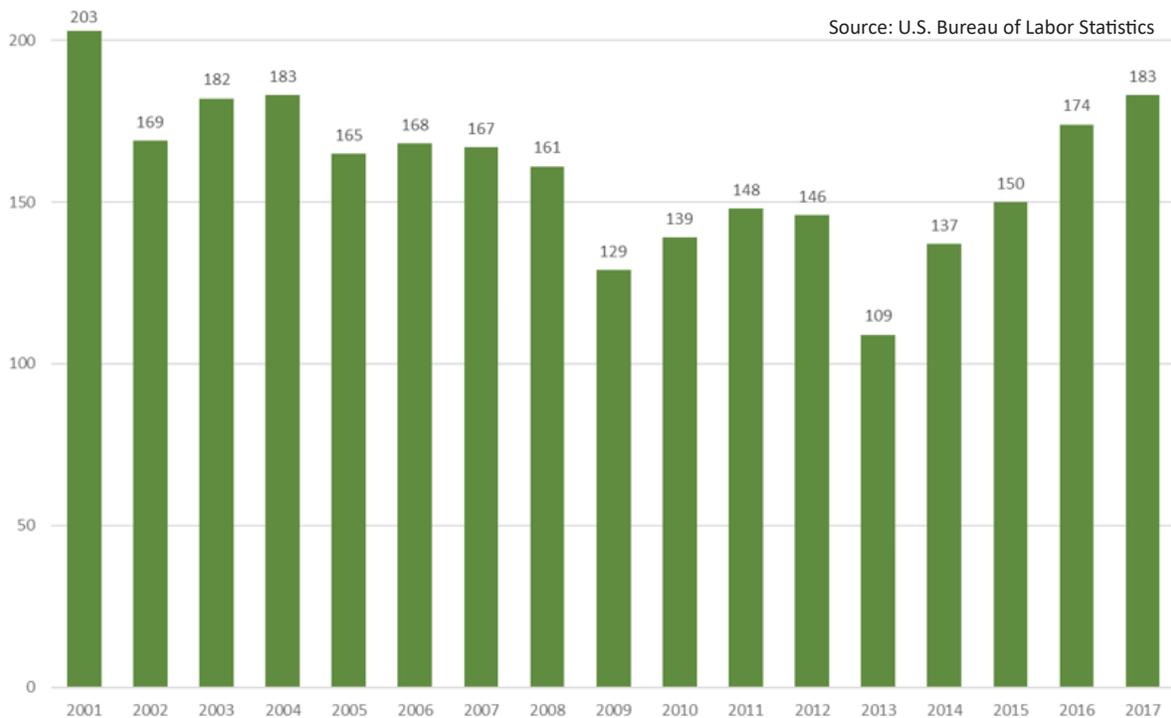
After the survey collection period ends, the Bureau of Labor Statistics aggregates all the data. It then produces injury and illness rate and count estimates for private industry, state government and local government generally as well as rate and count estimates for hundreds of specific industries.

Many stakeholders use these data. The NCDOL OSH Division employs the data to target hazardous industries. Businesses in nearly every sector use the injury and illness data for benchmarking and to evaluate the relative safety of their workplaces. Academics also analyze the injury and illness data for safety trends, and journalists have made use of the data to inform and support stories as well as pinpoint industries worth investigating.

The section also codes, analyzes and publishes statistical data on occupational fatalities in the state to build the BLS-sponsored Census of Fatal Occupational Injuries. The information is obtained from employers, death certificates, medical examiner reports and other sources. Fatal injury information enables NCDOL to better understand how and where accidents occur. The figures also are used to assist those industries with high rates of injuries and fatalities to target safety and health education and training where needed. Bureau of Labor Statistics figures (from the Census of Fatal Occupational Injuries) show that North Carolina suffered 183 workplace deaths in 2017. This represents an increase from the 174 workplace deaths recorded in 2016. (See Figure 2.)

Using census data, BLS also calculates the fatality rate for North Carolina as the number of fatal workplace injuries per 100,000 equivalent full-time workers. In 2017, the fatality rate was 3.9 fatalities per 100,000 full-time workers. The 3.9 rate represents an increase from the 3.7 rate recorded for 2016 in North Carolina.

Figure 2
Fatal Occupational Injury Count for North Carolina, Calendar Years 2001 through 2017



Occupational Safety and Health Division

The Occupational Safety and Health Division comprises six bureaus of the N.C. Department of Labor: Agricultural Safety and Health; East Compliance; West Compliance; Consultative Services; Education, Training and Technical Assistance; and Planning, Statistics and Information Management.

Statistical Highlights for 2018

Agricultural Safety and Health Bureau

- The ASH Bureau completed 1,881 preoccupancy housing inspections of migrant farmworker housing and issued certificates to 1,866 sites.
- The bureau conducted 66 compliance inspections and issued 83 violations, with total current penalties amounting to \$99,330.
- Gold Star status was achieved by 268 growers.

Compliance Bureaus – East and West

- Compliance conducted 1,473 safety inspections and 971 health inspections, for a total of 2,444 compliance inspections.
- Compliance issued citations for 4,731 violations, with total current penalties amounting to \$5,991,619.

Consultative Services Bureau

- The bureau conducted 1,421 initial visits, 152 training and assistance visits, and 118 follow-up visits for a total of 1,691 visits during fiscal year 2018.
- A total of 7,998 hazards were identified and eliminated as a result of consultative visits. Of these, 7,475 were serious hazards, 407 were other-than-serious hazards, and 116 were regulatory.
- The bureau has 154 private sector Safety and Health Achievement Recognition Program worksites. There were 44 public sector SHARP sites in the program and six construction sites at the end of fiscal year 2018.

Education, Training and Technical Assistance Bureau

- The ETTA Bureau participated in 226 courses, forums and workshops, providing training for 6,536 employers and employees.
- The bureau distributed 45,188 hard copy publications and responded to 3,638 standards interpretation inquiries.
- The Safety Awards Program celebrated its 72nd year, awarding 3,219 annual and 104 million-hour safety awards.
- The bureau recognized 19 new Carolina Star sites, promoted one Rising Star Site to Carolina Star status, and recertified 34 Star sites. There were 153 companies in the Star Program at the end of the fiscal year.

Planning, Statistics and Information Management Bureau

- The PSIM Bureau completed the Public Sector Injury and Illness Survey for calendar year 2017 data with a 100 percent response rate at the conclusion of the survey.
- The bureau received 948 disclosure requests and processed 862 requests.

Agricultural Safety and Health Bureau

Inspection Effort

In 2018, the Agricultural Safety and Health Bureau completed 1,881 preoccupancy housing inspections of migrant farmworker housing and 66 compliance inspections. Housing certificates were issued to 1,866 sites with total occupancy (beds) of 23,175. Sites in 100 percent compliance at the time of the inspection numbered 1,304 and were operated by 657 growers. Double Gold Star status was achieved by 174 growers and Single Gold Star status was achieved by 94 growers for a total of 268 in calendar year 2018. These growers were recognized for their efforts Jan. 30–31, 2019, at the 25th Annual Gold Star Growers meeting. Fann Farms received an award for “Best Maintained Housing,” Stag Park Farms received an award for “Best New Housing-East” and Staton Farms received an award for “Best New Housing-West.”



Stag Park Farms receives an award for “Best New Housing-East” at the Gold Star Grower Luncheon Thursday, Jan. 31, 2019. (L-R): Ben Milam; Joel Milam; Labor Commissioner Cherie Berry; ASH inspector Alan Fortner; and ASH bureau chief Beth Rodman.

Gold Star Growers Meeting

The 25th Annual Gold Star Grower’s meeting was held at the Gov. James G. Martin Building on the N.C. State Fairgrounds Jan. 30–31, 2019. Growers were recognized for the 2018 calendar year. Dr. Mike Yoder with N.C. State Extension provided the keynote address. The topic was “Extension Disaster Education Network: Planning for Disasters.” He discussed services provided by N.C. State Extension and other agencies that can help farmers prepare for and mitigate disasters. Consul General Remedios Gomez Arnau presented on behalf of the Consulate General of Mexico and discussed the various services and resources available for Mexican nationals. LaMar Grafft, associate director of the N.C. Agromedicine Institute, provided an overview of services and resources available to farmers such as free on-site safety and health reviews and tools for managing stress and depression.

Compliance

ASH inspectors conducted 66 compliance inspections in calendar year 2018. These inspections included six complaints, 51 referrals and nine unprogrammed related inspections. The bureau issued 83 violations. During this period, 39 percent of the inspections resulted in no citations. Total current penalties for citations issued amounted to \$99,330. In addition, 14 unregistered, uncertified camps were discovered in 2018.

Workplace Safety Training and Outreach

In 2018, ASH personnel participated in three training events hosted and organized by GAP Connections. A total of 679 Spanish-speaking farm workers and 123 growers were trained in agricultural safety issues. Farm workers received training on migrant housing regulations, field sanitation requirements and venomous snakes and spiders found in North Carolina. Growers received training on the most frequently cited standards, injury reporting requirements and emergency action plans. ASH staff also participated in several training events for farm labor contractors and provided training on migrant housing regulations, field sanitation requirements, injury and illness logs and worker training requirements. ASH staff attended and presented at R. J. Reynold’s annual tobacco meetings in Oxford, Wilson and Winston-Salem. A total of 421 tobacco growers received training on frequently cited standards in agriculture, injury/illness reporting requirements and emergency action plans.



ASH inspector Francisco Rodriguez teaches farm workers about migrant housing regulations and field sanitation requirements during an on-site training event in June 2018.

Inspector/Staff Training

ASH staff attended numerous classes including OSH compliance courses, technical writing and OSH Express data base training. The bureau’s CSHO II was awarded the Certified Safety Professional certification in April 2018. The ASH bureau hired a new administrative office specialist in 2018.

Partnerships, Associations and Collaborations With Groups

The ASH Bureau continues to strengthen partnerships and associations with other groups, such as NCSU cooperative extension agents, the ECU Agromedicine program, GAP Connections and various farmworker advocate groups. ASH staff attended the 2018 NC Farmworker Institute and presented information about bed bug inspections and the NCDOL complaint process. Groups in attendance included farmworker advocates from around the state, including health outreach workers, migrant education staff, organizers, researchers and legal services organizations.

Compliance Bureaus – East and West

The Compliance Bureaus enforce occupational safety and health laws, rules and regulations and employee protection in workplaces throughout North Carolina through the use of professional industrial hygiene, safety engineering, administrative controls, training and technical services provided to all employers within the state of North Carolina. OSH Compliance identifies and analyzes workplace accidents, injuries and occupational illnesses; evaluates workplace safety methods, policies, procedures and programs; communicates workplace safety information to employees and employers; measures, analyzes and evaluates the effectiveness of safety programs, as well as effecting changes to programs to achieve optimum results in the various workplaces throughout North Carolina. The compliance activities are directly associated with the OSH Division’s strategic plan. The data are reported on a federal fiscal year basis (Oct. 1 through Sept. 30).

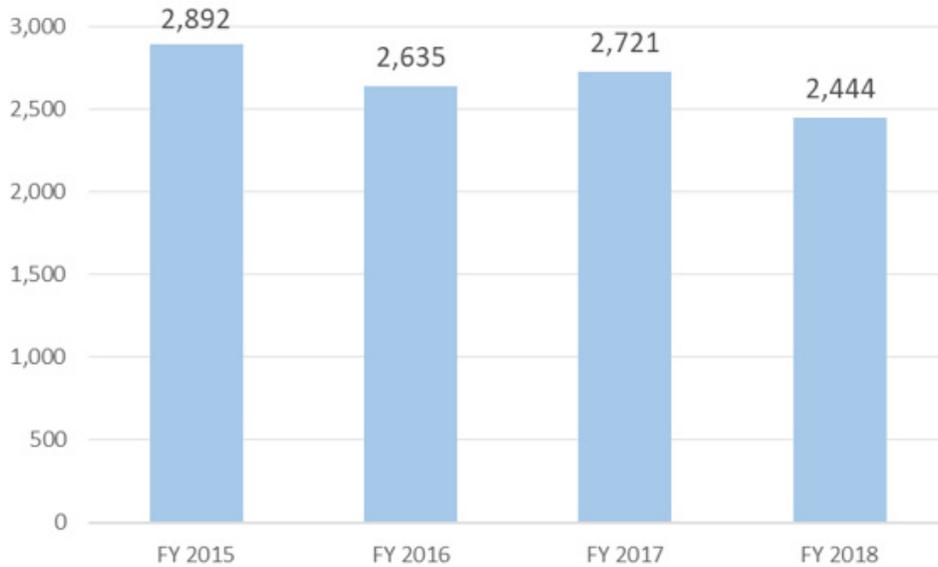
FY 2018 compliance activities included:

- 2,444 compliance inspections. (See Figure 3.)
- 1,473 safety inspections.
- 971 health inspections.
- 1,200 construction inspections.
- 4,731 total violations.
- 2.97 average number of violations per inspection.
- \$5,991,619 in current penalties assessed.
- 39 average lapsed days from inspection date to when citations were issued.
- 758 informal conferences conducted.
- 3,731 serious hazards abated.
- 672 employer safety and health program improvements.
- 49 inspections associated with the Tree Felling Special Emphasis Program.
- 682 inspections in the Construction Special Emphasis Program counties.
- 66 inspections in long-term care facilities.
- 134 inspections associated with the Health Hazards Exposure Special Emphasis Program.
- 162 inspections associated with the public sector.
- 137 compliance interventions (includes speeches, training programs and program assistance).
- 46 fatality/accident inspections, that included 49 fatalities documented on the OFIR Report.
- 595 complaint inspections.
- 821 referrals/accidents:
 - 265 referral/accident inspections.
 - 556 referral/accident investigations.
- 1,824 complaint investigations.
- 90 retaliatory employment discrimination investigations received associated with occupational safety and health.

Figure 3 depicts the total number of compliance inspections conducted in North Carolina for federal fiscal years 2015 through 2018. The reduction in compliance inspections in recent years is the result of a combination of factors including reduced federal and state funding, noncompetitive salaries, diverting resources to hurricane response and increased turnover rates. The department has taken a proactive approach to reduce turnover rates and will continue to address concerns through ongoing discussions with the Office of State Human Resources, the Office of State Budget Management and the Legislature.

Figure 3

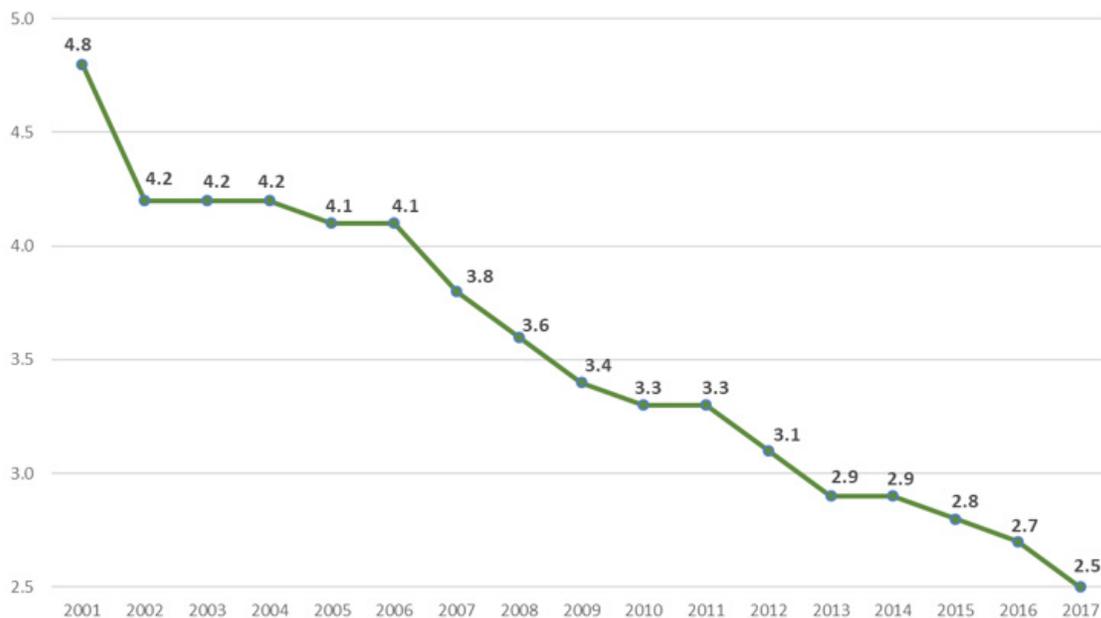
Number of Compliance Inspections, FY 2015 Through FY 2018



Several tools, in addition to the statewide injury and illness rates, are used to monitor inspection quality and operational efficiency. Figure 4 represents the total recordable case rate per 100 full-time public and private sector workers. Internal case file audits, field audits, employer/employee feedback and informal conferences are some of the tools used to measure quality and consistency of the statewide work product.

Figure 4

Occupational Injury and Illness Rate for North Carolina, Public and Private Sectors, calendar years 2001 Through 2017



Source: U.S. Bureau of Labor Statistics

In addition to inspection/investigation activity, OSH Compliance provides technical assistance and outreach training to as many employers and employees as resources will permit. Additional significant activities that occurred in OSH Compliance or involved OSH Compliance participation during FY 2018 include the following:

- The state's total recordable case rate released by the U.S. Bureau of Labor Statistics was the lowest in program history at 2.5 for calendar year 2017, which is the most current year available. The private sector TCR also was the lowest in program history at 2.3.
- The state's DART rate, which includes days away from work, restricted activity or job transfer, released by the U.S. Bureau of Labor Statistics dropped to the lowest in program history at 1.3 for calendar year 2017, which is the most current year available. The private sector DART rate continued to be the lowest in program history at 1.3.
- Sixteen OSH employees attained professional certifications and 69 OSH employees attained various credentials in 2018. The staff certifications and credentials strengthen the ratios associated with professionalism in the department and is showing movement toward the overall strategy to retain experienced safety and health professionals.
- Customer input was realized through two meetings of the OSH Advisory Council held in 2018, one in Raleigh, and the other in Asheboro. OSH Division staff met with the members of the council, who represent a cross section of employers, advocacy groups and the public sector. Members hear an update from OSH staff and offer their thoughts and opinions on how the department is working.
- Three change requests were submitted for the new OSHA Express data management system along with numerous modifications this past year which included the new Document Management System using the Scanner data module for OSHA Express.
- In FY 2018, OSH transmitted a full year of data from OE to OSHA's Occupational Safety and Health Information System via the interface. OSH and the OSHA Express vendor continue to work together to ensure that the systems, State Activity Mandated Measures and State Information Report are providing accurate data.
- A total of 18 action requests were processed by the OSH Division's Compliance East and West 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 and Operational Procedure Notices as a result of the quality program action items.
- OSH continues to provide administrative support for the OSHA Legacy Data system to clean up all open inspections that were transferred to this database. This 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 242 open legacy cases closed, as soon as possible.
- OSH Compliance had annual training Sept. 10–12, 2018. Training topics included health hazards in construction, conducting effective interviews, residential construction, bed bugs, industrial hemp and grain bin safety training. The staff also received an update on the department's drone program.
- OSH Compliance conducted Steel Erection training for compliance officers May 30–31, 2018, at Buckner Steel in Graham. This training helps compliance officers better understand steel erection and rigging as they inspect companies per the Construction Special Emphasis Program.



The OSH Division provides Steel Erection training at Buckner Steel in Graham May 30–31, 2018. Left: OSH Division employees demonstrate rigging up steel beams in a Christmas tree formation. Right: OSH Division employees inspect the crane as it prepares to hoist the steel beam into place.

- OSH Compliance has begun an unmanned aerial system program or “drone program” to assist with activity related to compliance inspections. Since the program’s rollout in February 2018, NCDOL employees have been licensed by both the Federal Aviation Administration and the N.C. Department of Transportation to operate Unmanned Aerial Systems for commercial operations. Several training classes have been held and are on-going.



The OSH Division participating in the Unmanned Aerial System training class held at the Wake County Law Enforcement Training Center in Raleigh Feb. 12–13, 2018. Left: OSH Division employees observing a drone in flight. Right: Michael Greer, OSH West, receives drone training from an NCDOT employee.

- The OSH director served on the Board of OSHSPA as the vice chair for FY 2017 and is currently serving as the chair for FY 2018/2019. The OSHSPA Board meets with OSHA leadership three times a year to plan and coordinate OSHSPA meetings in an effort to better ensure consistency amongst OSHA programs nationwide.
- The OSH Division maintained four partnerships throughout the year with Fluor Enterprises Inc. at Novo Nordisk facility in Clayton, Turner Rodgers at the Charlotte Douglas International Airport and two projects with Flatiron Blythe at Charlotte Douglas International Airport and the I-73/Piedmont Triad International Airport and Greensboro Eastern Loop Projects. These employers have voluntarily entered into a partnership to improve their safety and health performance. The OSH division provided incentives to these participants such as deferment from programmed inspections, technical assistance, partnership team quarterly walkthroughs and safety and health training assistance. The compliance, consultative and the education and training bureaus all work collectively to conduct the quarterly consultative walk throughs to identify hazards, promote best practices and educate employees and OSH Division personnel.
- While there were no significant new rule changes in 2018, the Silica in Construction effective enforcement date was Sept. 23, 2017, and Silica in General Industry and Maritime effective enforcement date was June 23, 2018. Each of these dates were followed by 30 days where good faith effort was recognized. Small entity compliance guides were issued by federal OSHA for each of these groups.
- As part of the OSH quality program, 28 internal inspection report audits were conducted by the OSH Compliance East and West Bureau's staff industrial hygienist that covered FY 2018. 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 and field offices processed 2,419 complaints and 822 referrals in FY 2018. Over 2,859 additional contacts were made with the public that did not result in a valid complaint, along with 118 reports of injuries that were not processed due to the incidents not being reportable to OSH.
- The OSH Lab completed 659 in-house equipment calibrations. An additional 97 pieces of equipment were sent to the manufacturer for calibration or repair.

Consultative Services Bureau

The Consultative Services Bureau continued to provide services to the employers and employees in both the private and public sectors during federal fiscal year 2018. The bureau conducted 1,691 total consultative visits. (See Table 3.)

- 1,044 (62 percent) safety visits; 647 (38 percent) health visits.
- 1,421 (84 percent) initial visits; 152 (9 percent) training/assistance visits; 118 (7 percent) follow-up visits.
- 1,452 (86 percent) private sector visits; 239 (14 percent) public sector visits.
- 448 (26 percent) manufacturing visits; 609 (36 percent) construction visits; 395 (23 percent) other industry type visits; 239 (14 percent) public sector visits.
- Hazards identified and eliminated as a result of consultative visits totaled 7,998. Of these, 7,475 (93 percent) were serious hazards, 407 (5 percent) were other-than-serious hazards, 116 (1 percent) were regulatory.

Consultants conducted 327 safety and health interventions with employers which included speeches, training programs, safety and health program assistance, interpretations, conference presentations and hazard abatement assistance.

The bureau continues to focus on small and high hazard employers and encourage participation in the Safety and Health Achievement Recognition Program. During 2018, total participation in SHARP was 204 employers (154 general industry, 44 public sector, 6 construction).

The bureau met all of its target goals for the OSH Division strategic plan by visiting employers in the Special Emphasis Programs.

Table 3
Consultative Services Bureau Program, FY 2015 Through FY 2018

Comparisons	FY 2015	FY 2016	FY 2017	FY 2018
Total Visits by Category				
Safety	891	838	956	1,044
Health	522	561	662	647
Total Visits by Type				
Initial	1,178	1,180	1,349	1,421
Training and Assistance	134	123	149	152
Follow-up	101	96	120	118
Total Visits by Industry Type				
Manufacturing	403	412	433	448
Construction	362	402	512	609
Other	444	374	450	395
Public Sector	204	211	223	239
Total Visits	1,413	1,399	1,618	1,691

Education, Training and Technical Assistance Bureau

FY 2018 Accomplishments

The Education, Training and Technical Assistance Bureau continued to focus on increasing efficiency and effectiveness in providing outreach and technical services to the public. The work of the bureau included library services, recognition programs (Safety Awards and Carolina Star), publications, rulemaking, alliances, along with training and outreach.

Library

The NCDOL Library loaned out 1,062 items such as safety videos and consensus standards, responded to 1,613 information requests from public and internal patrons, served 391 visitors, and acquired 324 items for the collection. Additionally, the librarian registered 286 users for the Training Network NOW streaming video service. The librarian also alerted staff to webinars and articles, facilitated access to online resources and assisted OSH employees in their investigations.

Recognition Program

The Safety Awards Program celebrated its 72nd year with another successful season. The Gold Award was presented to employer sites with a total lost workday case rate (lost and restricted workdays included) at least 50 percent below the state average for its industry. The Silver Award went to employer sites with a lost workday rate at least 50 percent below the state average. This year 31 safety award banquets were held with a total of 4,315 in attendance. The program distributed 3,219 annual awards (2,696 Gold and 523 Silver) and 104 million-hour awards.

The Carolina Star Program is ranked first as a State-Plan state and is ranked second of all states that participate in the Voluntary Protection Program/Star Program. The Carolina Star Program enjoyed another year of growth and success: 19 new Star sites were recognized, one Rising Star Site was promoted to Carolina Star status, 34 Star sites were recertified, and 157 Star interventions were conducted. There were 153 companies in the Star Program at the end of FY 2018.

Publications

ETTA Publications Sales Desk served 4,695 customers via email, fax, telephone or walk-in. The bureau distributed 45,188 publications in support of the division's outreach and regulatory goals to promote a safe and secure work environment across the state of North Carolina. Highlights include the following:

- Nine publications and example programs were translated to Spanish.
- 82 new or revised safety and health topics were added to the newly designed NCDOL website.
- A tool designed to help employers determine which OSHA standards apply to their workplaces was added to the website.
- A letter and outreach materials were mailed to 39 construction employers with five or more serious violations regarding OSH outreach services and publications.

The following publications were revised:

- Brochures:
 - *Carolina Star Program*
 - *Top Ten Most Frequently Cited Serious Violations in 2017*
- Booklet:
 - *Toolbox Reviews: Construction Topics*
- Hazard Alert:
 - *Forklifts and Materials Handling*
- Example Programs:
 - *Hazard Communication for Construction*
 - *Confined Spaces for General Industry*
 - *Confined Spaces for Construction*
 - *Confined Spaces Entry Permit (three versions)*
 - *Self-Inspection Checklists (long and short versions for General Industry and Construction)*
 - *Fall Protection Certification of Training*

Rulemaking

The Standards Section answered 3,638 inquiries for standards interpretation by phone or written correspondence for employers and employees across the state. Thirty-three documents were added to the Field Information System including updates to the Field Operations Manual, new OSH Division policies and adoption of multiple federal OSHA Instructions. The OSH Division adopted the revised OSHA rule for Cranes and Derricks in Construction: Operator Certification Extension (29 CFR 1926 Subpart CC).

Alliances

In North Carolina, alliances typically focus on specialized industry outreach and training. Through an alliance agreement, organizations that are committed to safety and health work closely with the OSH Division to prevent injuries, illnesses and fatalities in the workplace. Current alliances include Carolinas Associated General Contractors, Lamar Advertising Co., Mexican Consulate, National Utility Contractors Association of the Carolinas, NC State–Industry Expansion Solutions, the Safety and Health Council of North Carolina, Carolina Logger’s Association, Forestry Mutual Insurance Co. and North Carolina Forestry Association (joint alliance). The North Carolina Association of Local Governmental Employee Safety Officials (NCALGESO) was being pursued as a new alliance in FY 2018. NCALGESO specifically focuses on the safety and health of public sector employees.

Training and Outreach

The ETTA Bureau offers a wide variety of safety and health training and outreach services to employers and employees across North Carolina. The services include a speaker’s bureau, free OSHA training, and technical assistance and outreach support for safety and health schools, conferences and workshops. Training is offered on demand, as well as through a regularly scheduled training series, which can be accessed through the online calendar. Training is offered at employers’ worksites, the OSH Division field offices, and select community colleges and other sites throughout the state. In addition to traditional leader-led instruction, ETTA provides a webinar series as well. To keep the public informed of upcoming courses, ETTA sends periodic newsletters to over 11,664 employers and employees every year as well as promoting their services through the department’s social media platforms.

In FY 2018, ETTA hosted and/or participated in 226 courses and events providing training to 6,536 employers and employees. Additionally, the Consultative Services Bureau trained 5,093 employers and employees which brought an overall total of 11,629 workers trained by the OSH Division. Training included four 10-hour and two 30-hour general industry awareness courses, five 10-hour and one 30-hour construction awareness courses, two long-term care workshops, 114 speaker’s bureau events, 60 webinars and 21 booth events/safety and health fairs. The Labor One mobile training unit was also used for an additional 15 training events at various industrial conferences and “Safety Stand-Downs.”

The ETTA Training Section participated with federal OSHA, Barnhill Construction Co., Builders Mutual Insurance Co., Little Giant Ladders, H&H Contractors and Evan Coghill Homes in the National Safety Stand Down to Prevent Falls in Construction. As such, three large training events were held at construction projects in Gaston, Hoke and Wake counties. Labor One was on site to provide tailgate safety training and personal protective equipment demonstrations. Training and demonstrations were offered in both English and Spanish. In addition, ETTA offered four webinars throughout the Stand-Down week on various fall protection topics in construction.

The Training Section continued to provide Spanish outreach services in FY 2018. They hosted four Spanish outreach events, to include a booth during the Mexican Consulate Labor Week. The staff from ETTA and Agricultural Safety and Health Bureau distributed outreach materials and were available for questions on OSH services and a variety of safety and health topics.

The Training Section also offered a blended initial and refresher course which included OSH 500, OSH 501, OSH 502, OSH 503 for the OSH Train-the-Trainer Program that was implemented in 2010. For FY 2018, state-authorized trainers provided 10- and 30-hour training courses for an additional 323 employers and employees in North Carolina. The Train-the-Trainer Program supports the Training Section's outreach efforts, thereby increasing the total number of employees and employers trained.

The Training Section hosted the OSH Division Annual Training Event, Sept. 10–12, 2018. The event provides continuing education courses for OSH staff. The event also provides a venue to update staff on important policies and procedures and provide networking and team building opportunities for staff who are remotely located across the state. Classes offered included: health hazards in construction, fall protection, conducting effective interviews, grain bin safety, hemp production and bed bug awareness.

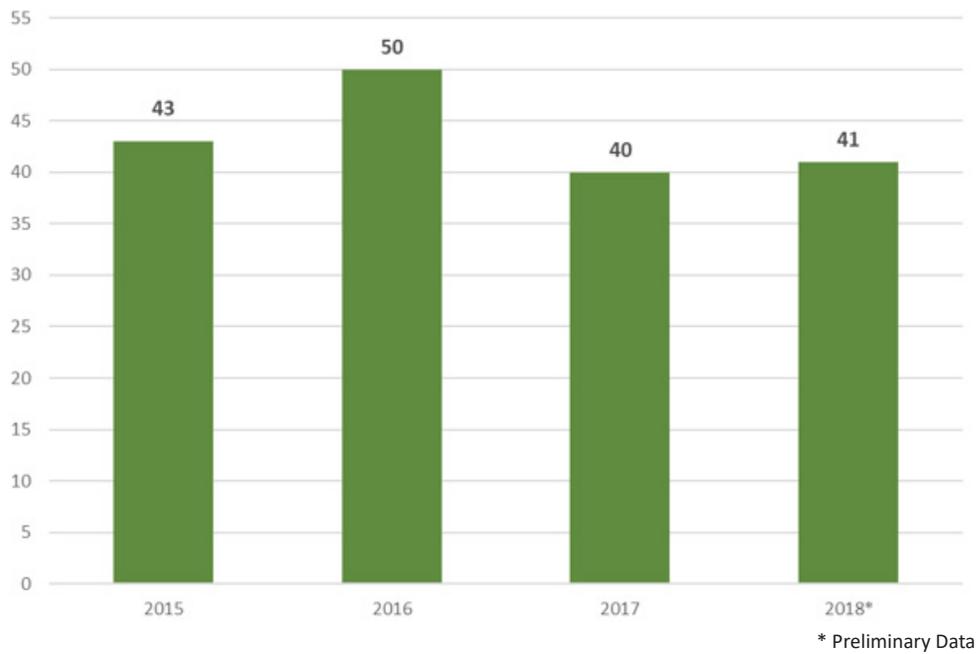
Planning, Statistics and Information Management Bureau

The Planning, Statistics and Information Management Bureau responds to requests for statistical data and requests for the redaction and release of OSH Division inspection file documents and Retaliatory Employment Discrimination Bureau safety and health related investigative file documents. PSIM also gathers and analyzes injury and illness data by conducting the annual Public Sector Survey. Data are also gathered and analyzed to publish the OSH Division's Annual Program Statistics Report and several other annual department, division and legislative reports. The bureau archives all OSH Compliance inspection files. The PSIM Bureau maintains the OSH Division's private and public sector employer databases, the inspection targeting system, and statistical data related to workplace fatalities, all in support of the OSH Division's Strategic Management Plan.

- There was a total of 3,125 surveys mailed to public sector employers (collection of calendar year 2017 injury and illness data). As of the end of federal fiscal year 2018, 3,121 survey responses were received with a 99.9 percent response rate and a 100 percent clean rate. However, all survey responses were collected by the end of calendar year 2018 for a 100 percent response rate at the conclusion of the survey.
- Completed an analysis of data collected from the 2014, 2015 and 2016 Public Sector Surveys, resulting in updated, established target rates for employer specific categories.
- Researched and analyzed Compliance data and coordinated meeting discussions for all bureaus in the OSH Division to discuss and prepare a new five-year Strategic Management Plan for FY 2019 through FY 2023.
- Analyzed and drafted a report for all struck-by fatalities for a 10-year period (FY 2007 through FY 2017).
- Worked in conjunction with ETTA Bureau, Compliance East and West Bureaus and/or Legal Affairs Division staff to update and revise several Field Operation Manual chapters and Operational Procedure Notices. PSIM staff updated Operational Procedure Notice 128 and Administrative Procedures Notice 19 for FY 2018.
- PSIM bureau chief continued to perform duties associated with the responsibility of being the medical records coordinator for the OSH Division.

- Analyzed public sector inspection activities for FY 2013 through 2017.
- Analyzed construction inspection activities for FY 2017.
- Completed FY 2017 Occupational Fatalities Comparison Report using OFIR data.
- Analyzed and verified CY 2017 fatality data for Communications Division’s annual news release issued January 2018. See Figure 5 for OSH fatality inspection data.

Figure 5
Fatalities Included in the Occupational Fatality Inspection Review
Calendar Years 2015 Through 2018



- Continued refinement of the OSH private and public sector databases to supplement the bureau’s exclusive use of the Division of Employment Security database.
- Received, researched and processed 1,109 requests for revisions/changes to the private and public sector databases, which helps to enhance the accuracy of these site databases and the OSH Division Targeting System.
- Received and processed 523 requests from the public sector for revisions or changes to the Public Sector Injury and Illness Survey database.
- Various targeting schedules were updated and assignments released:
 - 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 Management Plan Committee members and participated in all SMP 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.
- Compilation of OSH data 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 FY 2016 (and older) from the field offices.
- The PSIM Bureau prepared 4,236 inspection files for scanning and scanned 2,950 of those files for archiving into the department's file content management system (OnBase).
- The project of quality control review is ongoing for OSH inspection files, which have been archived through the imaging and file conversion processes.
- Received 948 disclosure requests during FY 2018 and processed 862 requests (733 from FY 2018 and 129 from previous years) during this fiscal year, which resulted in a 90.9 percent response rate.
- PSIM provided notifications of workplace accidents and fatalities to the N.C. Department of Commerce, N.C. Industrial Commission Fraud Investigations Unit of the Insurance Compliance and Fraud Investigation Section.
- PSIM was the point of contact and provided assistance to employers who participated in the OSHA Injury Tracking Application.

Standards and Inspections Division

The Standards and Inspections Division comprises five bureaus of the N.C. Department of Labor: Boiler Safety; Elevator and Amusement Device; Retaliatory Employment Discrimination; Mine and Quarry; and Wage and Hour.

Statistical Highlights for State Fiscal Year 2018

Boiler Safety Bureau

- Investigated eight incidents during the year.
- Inspected 53,464 items of pressure equipment.
- Identified 3,952 violations.
- The average backlog for state inspectors was 0.57 percent. The average combined backlog for both state and insurance company inspectors was 1.26 percent.
- Inspected 5,407 new items.
- Conducted 621 half-day inspections in new construction and repair shops.

Elevator and Amusement Device Bureau

- Completed 21,811 routine elevator inspections and 1,344 new elevator inspections.
- Inspected 7,285 amusement devices at 1,255 locations.

Mine and Quarry Bureau

- Conducted 131 on-site training programs and trained 4,449 miners and contractors.
- Conducted four Part 48 instructor classes, certifying 35 people as MSHA-approved instructors.
- The injury and illness rate of the North Carolina minerals industry was 1.69 per 100 full-time employees during the 2018 calendar year.

Retaliatory Employment Discrimination Bureau

- Responded to more than 4,300 telephone inquiries from the public.
- Opened 356 complaint files and investigated or otherwise closed 434 complaint files.
- Of closed complaint files, 60 percent alleged violations under the Workers' Compensation Act, 21 percent alleged violations of the Wage and Hour Act and 18 percent alleged safety and health violations.
- Of closed complaint files, the bureau closed 90 percent within 120 days of assignment to an investigator, and 97 percent within 180 days of assignment.

Wage and Hour Bureau

- Substantiated more than \$1.3 million due to employees (\$1,332,598).
- Recovered more than \$1.1 million in wages due for over 1,200 workers (\$1,119,699 for 1,262 workers).
- Opened 3,066 complaints from employees.
- Closed 2,782 cases as a result of complaints filed.
- Issued 89,159 youth employment certificates online using YEC Auto.
- Youth employment certificates issued through YEC Auto reached over 98 percent of all certificates issued.
- Answered 99.7 percent of 39,648 calls received on the first attempt.

Boiler Safety Bureau

During state fiscal year 2018, the Boiler Safety Bureau employed 13 field inspectors, two field supervisors, five administrative staff and two senior staff to support more than 53,400 inspections. State inspectors, along with 14 insurance company partners, conducted in-service inspections on boilers, historical exhibition boilers, model/hobby boilers, various types of pressure vessels, repair inspections and pressure equipment accident investigations. The Boiler Safety Bureau is a receipt-supported bureau; the fees collected pay for the operation of the bureau and the salaries of the bureau staff.

Commissioned inspectors conducted third-party authorized inspector duties at companies where boilers and pressure vessels are manufactured. The bureau’s support staff processed and conducted quality control functions on all inspection reports received by hard copy or electronically.

Programs

Periodic inspection continues to be the primary focus of the Boiler Safety Bureau. The bureau also provides education and promotes voluntary safety. The bureau’s inspection program for boilers and pressure vessels covers a wide array of businesses and industries. Table 4 shows the number of inspections and violations for FY 2015 through FY 2018. The 53,464 inspections conducted in FY 2018 included inspection of 5,407 new items. The bureau investigated eight accidents due to boiler/pressure vessel failures. Two cases involved carbon monoxide poisoning, and others involved significant property damage. No fatalities were reported involving jurisdictional pressure equipment.

Table 4
Number of Inspections and Violations, FY 2015 Through FY 2018

Fiscal Year	Number of Inspections	Number of Violations
2015	50,567	2,933
2016	52,077	3,024
2017	53,680	4,187
2018	53,464	3,952



Greg Davis, inspector supervisor, stands on one of the historical exhibition steam locomotives the Boiler Safety Bureau inspects each year at the Denton Farm park in Denton July 11, 2018.

Backlogs

Any inspection program can have a backlog of items past-due for inspection. The combined average backlog of state objects and insurance objects was 1.26 percent in FY 2018, one of the lowest backlog rates among states inspecting boilers and pressure vessels. The average backlog for state inspectors was 0.57 percent.

Other Duties

In addition to the inspections of equipment in businesses and institutions throughout the state, inspectors with special training, commissions and endorsements carried out 621 half days of third-party inspections, reviews and audits at ASME Boiler and Pressure Vessel Code manufacturing facilities that construct boilers and pressure vessels, as well as at pressure equipment repair firms known as National Board “R” Certificate holders.

The bureau has specially trained and qualified review team leaders who are charged with conducting quality program reviews of “R” Certificate holders. This service typically saves these North Carolina businesses considerable money.

The bureau’s support staff entered the collected data from hard copy reports into the data system and conducted quality reviews of the data entered directly by inspectors. They printed and mailed invoices and certificates and answered questions from inspectors and the public.

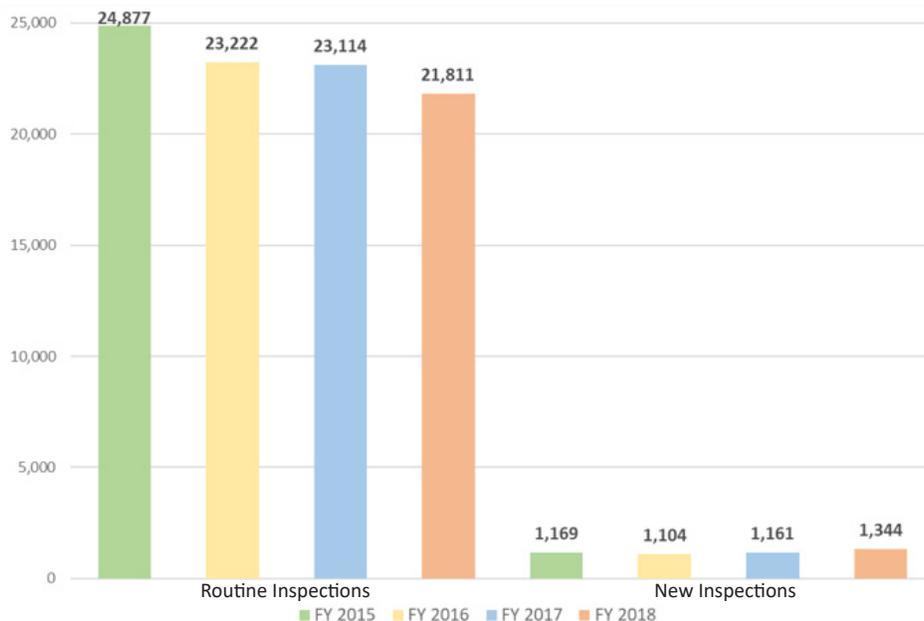
Elevator and Amusement Device Bureau

The Elevator and Amusement Device Bureau is responsible for the proper installation and safe operation of all elevators, escalators, workman’s hoists, dumbwaiters, moving walks, lifting devices for persons with disabilities, aerial passenger tramways, amusement rides and incline railways that operate in public establishments. Devices in federally-owned properties and single-family dwellings are exempt. Elevators are inspected annually by the bureau. The bureau also inspects all of the amusement devices each time they are assembled for operation in the state. The bureau inspects all inflatable amusement devices and portable rock walls. The bureau conducted 21,811 routine and 1,344 new elevator inspections as well as 7,285 amusement device inspections at 1,255 locations.

Elevator Inspections

Inspections of elevators, dumbwaiters, escalators and handicapped lifts consist of routine inspections of existing devices and new inspections. As shown in Figure 6, the number of routine inspections decreased and the number of new inspections increased from the previous fiscal year.

Figure 6
Routine Inspections and New Inspections, FY 2015 Through FY 2018

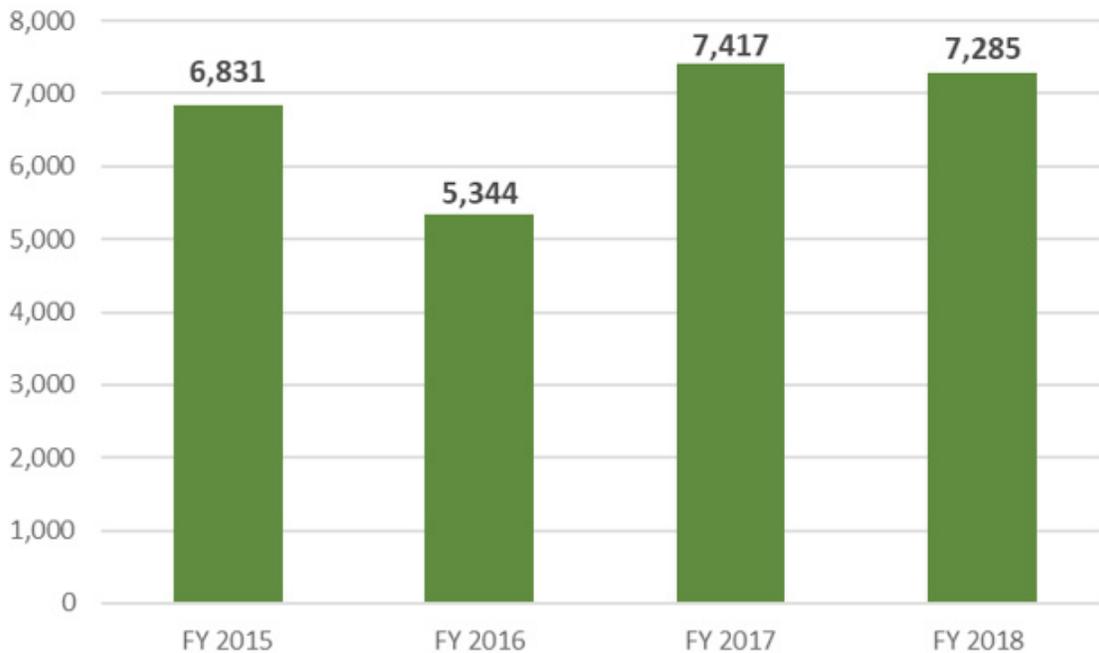


Amusement Device Inspections

Amusement device inspections consist of mechanical rides, inflatable rides, go-karts and rock-climbing walls. Tramways and ski lifts are included in this inspection category. While mechanical rides at permanent parks are inspected once annually, mechanical rides with traveling amusement companies are inspected each time they are assembled for operation at fairs, festivals, carnivals and other amusement events. The bureau also conducts operational inspections at least once during the operating season for permanent parks and at least once during the operation at a traveling show. The bureau inspects all inflatable amusement devices and portable rock walls that operate in the state on an annual basis.

Figure 7 indicates the total number of amusement devices inspected in FY 2015 through FY 2018. The number of individual amusement rides inspected decreased from FY 2017 to FY 2018.

Figure 7
Number of Amusement Rides Inspected, FY 2015 Through FY 2018



Accident or Incident Investigations

Accident investigations are conducted according to N.C. Gen. Stat. § 95-110.9. *Reports required.*

- (a) The owner of any device or equipment regulated under the provisions of this Article, or his authorized agent, shall within 24 hours notify the commissioner of each and every occurrence involving such device or equipment when:
 - (1) The occurrence results in death or injury requiring medical treatment, other than first aid, by a physician. First aid means the one time treatment or observation of scratches, cuts not requiring stitches, burns, splinters and contusions or a diagnostic procedure, including examination and x-rays, which does not ordinarily require medical treatment even though provided by a physician or other licensed personnel; or
 - (2) The occurrence results in damage to the device indicating a substantial defect in design, mechanics, structure or equipment, affecting the future safe operation of the device. No reporting is required in the case of normal wear and tear. The owner of the equipment is required to contact the bureau.

An inspector is sent to the location and completes a report that is kept on file. As Table 5 reflects, the number of accident investigations for both elevators and related equipment and amusement rides decreased in FY 2018. Patron error accounted for 88 percent of elevator accidents and 36 percent of amusement ride accidents.

Table 5
Number of Elevator and Amusement Device Accidents, FY 2015 Through FY 2018

Fiscal Year	Elevators and Related Equipment					Amusement Rides				
	Total	Patron Error	Mechanical Error	Reportable	Non-Reportable	Total	Patron Error	Mechanical Error	Reportable	Non-Reportable
2015	70	60	10	56	14	12	9	3	12	0
2016	68	53	15	59	9	12	11	1	11	1
2017	63	51	12	53	10	19	18	1	12	7
2018	61	54	7	46	15	11	4	7	10	1

Mine and Quarry Bureau

The Mine and Quarry Bureau is one of the earliest established units of the N.C. Department of Labor, having administered state mining laws since 1897. The bureau administers laws concerning the operation and inspection of mines and quarries. Bureau staff consists of a bureau chief, an office assistant and three mine safety and health field representatives. Funding for mandatory safety training is provided by a federal grant from the U.S. Mine Safety and Health Administration.

The Mine and Quarry Bureau continues to provide a wide assortment of mine safety and health services such as complete safety evaluations of the workplace, consultations, technical assistance, education and training, health surveys, safety meetings, investigations and training plan assistance. Currently there are 387 surface mines with 3,325 employees. Instructor fundamentals, health and safety laws and supervisory training are offered through the Mine and Quarry Bureau’s seminars and institutes. (See Table 6.)

Table 6**Mine and Quarry Training and Inspection Activities, FY 2015 Through FY 2018**

	FY 2015	FY 2016	FY 2017	FY 2018
Number of Mine Safety and Health Instructors Trained	72	73	36	35
Number of Education and Training Programs Provided	618	495	192	131
Number of Miners and Contractors Trained in Parts 46 and 48	5,052	4,535	5,467	4,449

Retaliatory Employment Discrimination Bureau

The Retaliatory Employment Discrimination Bureau enforces the Retaliatory Employment Discrimination Act, N.C. Gen. Stat. §§ 95-240 through 245. The N.C. General Assembly enacted REDA in 1992 in response to a tragic fire at a chicken processing plant in Hamlet, in which 25 employees lost their lives and dozens more were injured. REDA protects employees from adverse employment action by their employers in retaliation for exercising rights enumerated in the act. The act protects employees from retaliation for exercising their rights under the N.C. Workers' Compensation, Wage and Hour, Occupational Safety and Health and Mine Safety and Health Acts. It also protects hemoglobin C and sickle cell carriers, employees subject to genetic testing, employees called to and National Guard service, and employees who participate in the juvenile justice system. Also protected from retaliatory employment discrimination are employees who exercise their rights under North Carolina's domestic violence statutes and those who complain under pesticide regulation statutes. The majority of complaints filed with the bureau allege violations of the N.C. Workers' Compensation, Wage and Hour and OSH Acts.

The bureau maintains a help line to respond to inquiries from the public, provide information to potential complainants, and make referrals to other agencies when appropriate. It receives, reviews and investigates written complaints filed by employees who allege adverse employment action against them by their employers in retaliation for engaging in protected activity under REDA.

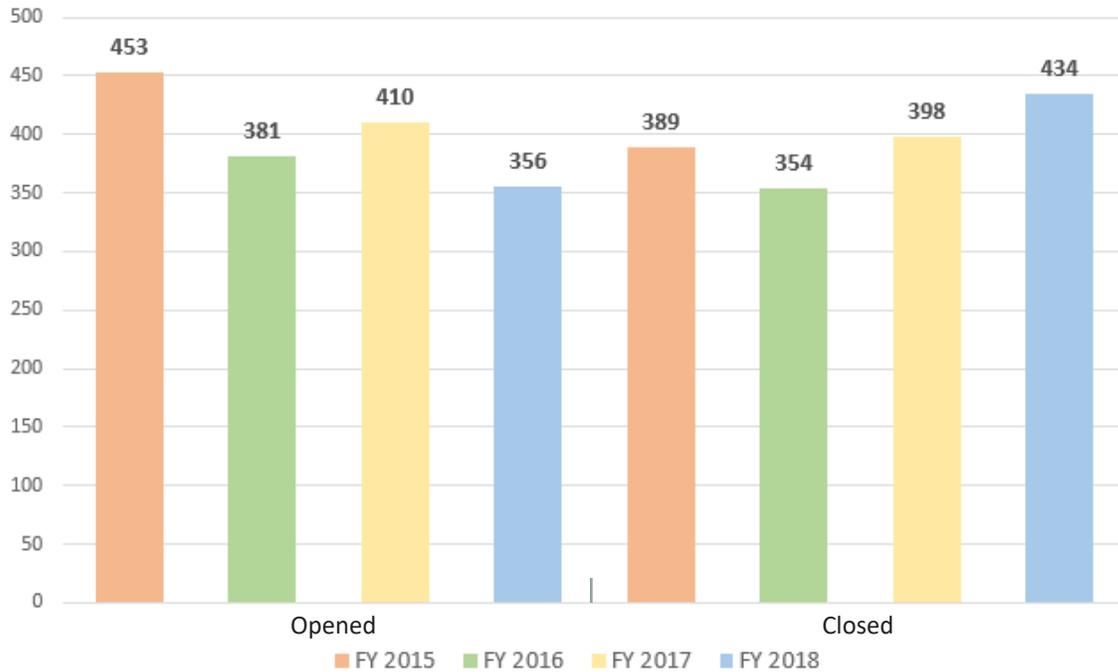
The federal Occupational Safety and Health Administration and the N.C. Department of Labor have concurrent jurisdiction over Whistleblower complaints filed under Section 11(c) of the federal Occupational Safety and Health Act. The bureau develops procedures for occupational safety and health discrimination protection and investigates all occupational safety and health complaints alleging retaliatory employment discrimination under Section 11(c) of the federal Occupational Safety and Health Act and under REDA's Whistleblower protections. The bureau procedures must be "as effective" as OSHA's procedures in enforcing the occupational safety and health whistleblower protections of REDA. Employees alleging adverse action because they made an employment-related safety or health complaint are protected by both REDA and Section 11(c).

The Retaliatory Employment Discrimination Bureau consists of a deputy administrator, an information officer, an administrative assistant and six discrimination investigators. The team works diligently and cooperatively in a congenial environment and strives to provide exemplary customer service to complainants, respondents and the public at large.

In FY 2018, the bureau responded to more than 4,300 inquiries from the public on the help line and opened 356 complaint files. The bureau completed investigations in and/or closed 434 complaint files. Of the 434 closed complaints, 60 percent alleged violations of the Workers' Compensation Act, 21 percent alleged violations of the Wage and Hour Act, and 18 percent alleged safety and health violations under the OSH Act. Only 1 percent alleged violations under one of the other statutes included in REDA.

Of the closed complaint files, 90 percent were closed within 120 days of assignment to an investigator, and 97 percent were closed within 180 days of assignment.

Figure 8
Retaliatory Employment Discrimination Cases Opened and Closed, FY 2015 Through FY 2018



Wage and Hour Bureau

The Wage and Hour Bureau administers the N.C. Wage and Hour Act, which includes the minimum wage, overtime pay and wage payment. This includes promised wages, wage benefits, such as vacation pay, sick leave, holiday pay, bonuses and commissions. The bureau ensures employers make, keep and preserve records of hours worked, wages paid, and other conditions and practices of employment necessary for the enforcement of wage and hour laws.

The bureau issues youth employment certificates to protect the health and safety of minors and to preserve young workers’ rights. The bureau also enforces the statutes that regulate the licensure and reporting requirements of private personnel services, job listing service agencies and the Controlled Substance Examination Regulation Act. The bureau is responsible for the department’s toll-free telephone system. Bureau staff consists of an administrator, a deputy administrator, two supervisors, an office manager, 19 investigators, four case analysts and four information specialists.

Call Center

The bureau’s call center is staffed by four information specialists who are the first point of contact to the Department of Labor for most customers. Their primary job duties are to gather information relative to alleged violations of laws enforced by the bureau and to enter appropriate data into an electronic database that is used for assignment and tracking of complaints received. Additionally, they refer callers to other sections within the department, other state or federal agencies or civic/charitable organizations that may provide assistance.

Call centers are often characterized as “high volume” centers, as seen in Table 7. Three of the four employees are bilingual and provide assistance to callers who speak Spanish. They also assist investigators and other departmental employees when communicating with Spanish speakers as the need arises.

Table 7

Wage and Hour Call Center Activity, FY 2015 Through FY 2018

Fiscal Year	Calls Received	Calls Answered	Percent Answered
2015	61,275	61,179	99.8
2016	56,010	55,960	99.9
2017	49,292	49,181	99.7
2018	39,648*	39,526	99.7

*Data lost September 2017 due to computer issue.

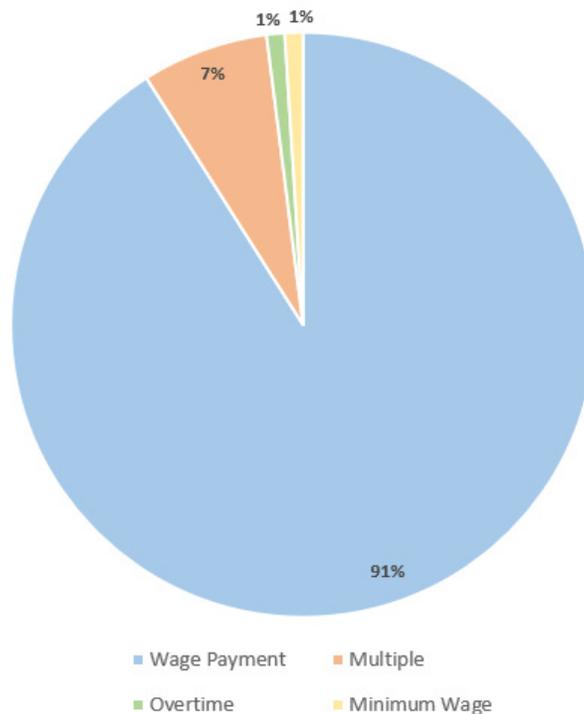
Wage and Hour Investigations

The majority of the bureau’s investigations stem from employee complaints. The bureau also conducts non-complaint investigations and industry-specific investigations to determine compliance with assigned laws.

The data in Figure 9 indicate that 91 percent of the investigations closed during FY 2018 were wage payment claims such as final paychecks, vacation/sick pay, bonuses, commissions and holiday pay. Minimum wage claims accounted for less than 1 percent of investigations closed; overtime accounted for 1 percent; and multiple claims, youth employment, recordkeeping, controlled substance and private personnel accounted for about 7 percent.

Figure 9

Types of Wage and Hour Investigations Closed, FY 2018



The investigators first try to substantiate the complaint. If substantiated, they seek recovery of the unpaid wages for the complainant. As a result of these investigations, over 1,200 employees were paid an estimated \$1.1 million without the time and expense involved with litigation. Table 8 compares the bureau’s performance in FY 2018 with previous years. The bureau started with 459 investigations open at the start of FY 2018 and 743 open at the end of FY 2018. This was the result of several departures of experienced investigators.

Table 8

Wage and Hour Investigations Opened and Investigations Closed, FY 2015 Through FY 2018

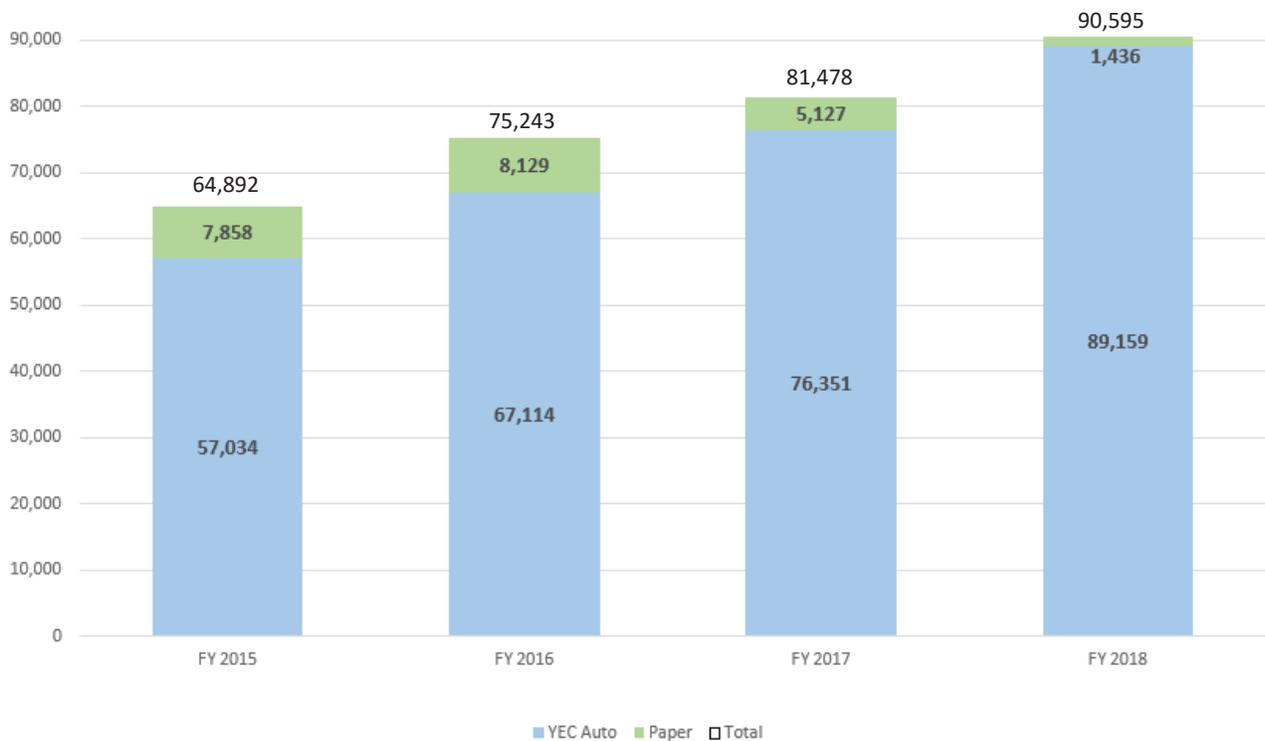
Fiscal Year	Investigations Opened	Investigations Closed
2015	3,258	3,233
2016	3,049	3,722
2017	2,886	3,216
2018	3,066	2,782

Youth Employment Certificates

Protecting young workers from inappropriate or unsafe jobs is the cornerstone of the Youth Employment Certificate Program. The timely review of certificates issued continues to be a key element in our efforts to protect young workers. The data in Figure 10 indicate that there were 90,595 youth employment certificates, also known as work permits, issued in FY 2018, roughly an 11 percent increase from the previous fiscal year total of 81,478. Of the certificates issued during FY 2018, 98 percent were issued online. Online issuance of certificates is the safest and most efficient method, as they provide immediate feedback to employers and applicants when the age and proposed job duties place the employer in jeopardy of violation of state or federal child labor laws. As of Oct. 1, 2017, NCDOL’s online method became the only option for obtaining youth employment certificates due to a legislative change. The online application is prominently displayed on the home page of the NCDOL website.

Figure 10

Youth Employment Certificates Issued, FY 2015 Through FY 2018



Notes

Fiscal years are designated by the year they end. The state fiscal year begins July 1 and ends June 30. State Fiscal Year 2018 thus began July 1, 2017, and ended June 30, 2018. The federal fiscal year begins Oct. 1 and ends Sept. 30. Federal Fiscal Year 2018 thus began Oct. 1, 2017, and ended Sept. 30, 2018.

All of the bureaus of the Standards and Inspections Division report data based on the state fiscal year. Most of the bureaus of the Occupational Safety and Health Division report data based on the federal fiscal year. The Agricultural Safety and Health Bureau is the exception. It uses the calendar year as the basis for reporting its data.

Within the Administration Division, the Financial Services Division uses the state fiscal year for reporting its data, while the remaining divisions report data on a calendar year basis. Some of the data are reported for the bureaus and divisions on a preliminary basis and are subject to change in subsequent annual reports.

Reporting Years for NCDOL Divisions and Bureaus

Calendar Year (Jan. 1 through Dec. 31)

Agricultural Safety and Health Bureau
 Communications Division, including Publications
 Governmental Affairs Division
 Human Resources Division
 Information Technology
 Legal Affairs Division
 Research and Policy

State Fiscal Year (July 1 through June 30)

Boiler Safety Bureau
 Financial Services Division
 Elevator and Amusement Device Bureau
 Employment Discrimination Bureau
 Mine and Quarry Bureau
 Wage and Hour Bureau

Federal Fiscal Year (Oct. 1 through Sept. 30)

Compliance Bureaus – East and West
 Consultative Services Bureau
 Education, Training and Technical Assistance Bureau
 Planning, Statistics and Information Management Bureau

Index of Acronyms

AFL-CIO—American Federation of Labor and Congress of Industrial Organizations
 ANSI—American National Standards Institute
 APO—Administrative Procedure Oversight
 ASH—Agricultural Safety and Health
 ASME—American Society of Mechanical Engineers
 BLS—Bureau of Labor Statistics
 CFOI—Census of Fatal Occupational Injuries
 CSHO—Compliance Safety and Health Officer
 ETTA—Education, Training and Technical Assistance
 GAP—Good Agricultural Practices
 HB—House Bill
 HR—Human Resources
 IMIS—Integrated Management Information System
 IT—Information Technology
 NCAC—North Carolina Administrative Code

NCDOL—N.C. Department of Labor
 NCGA—North Carolina General Assembly
 OFIR—Occupational Fatality Inspection Review
 OIS—OSHA Information System
 OSHA—Occupational Safety and Health Administration
 OSH—Occupational Safety and Health
 OSHSPA—Occupational Safety and Health State Plan Association
 PSIM—Planning Statistics and Information Management
 REDA—Retaliatory Employment Discrimination Act
 SB—Senate Bill
 SHARP—Safety and Health Achievement Recognition Program
 S.L.—Session Law
 SOII—Survey of Occupational Injuries and Illnesses
 YEC—Youth Employment Certificate