

## Variance Requests

To request a variance, an employer must file a variance application in accordance with the requirements of North Carolina General Statute 95-132 and North Carolina Administrative Code, 13 NCAC 7A .0700. Variance applications must be mailed to the OSH director at the department's mailing address. Variances only have future effect and cannot be requested during an ongoing OSH inspection to satisfy abatement for a citation.

## OSH Publications

We provide a variety of OSH publications. These include general industry and construction regulations, industry guides that cover different OSH topics, quick cards, fact sheets and brochures that cover a wide variety of serious safety and health workplace hazards. Workplace labor law posters are available free of charge. Review the entire list of publications at [www.labor.nc.gov/safety-and-health/publications](http://www.labor.nc.gov/safety-and-health/publications).

To obtain publications, call toll free at 1-800-NC-LABOR (1-800-625-2267) or direct at 919-707-7876. You may also download publications on our website or visit us on the fourth floor of the Old Revenue Building, at 111 Hillsborough St., Raleigh (*near state capitol*).

## Library Services

The Charles H. Livengood Jr. Memorial Library is located on the fifth floor of the Old Revenue Building in Raleigh. The library's collection consists of nearly 12,000 volumes, which include approximately 120 journal titles and more than 1,200 audiovisual items (videos and DVDs). The library also subscribes to various databases. The library is staffed by professional information specialists familiar with the resources available in the library. Our librarian is ready to help you find answers to your research questions.

The library staff is glad to provide individual or group tours of the library and demonstrations of available electronic resources. North Carolina businesses, other state agencies, and the public are welcome to use the library at any time, but you are encouraged to make an appointment to ensure that a staff member will be available to help you with your information needs.



### N.C. Department of Labor

1101 Mail Service Center  
Raleigh, NC 27699-1101

**1-800-NC-LABOR**  
**(1-800-625-2267)**

[www.labor.nc.gov](http://www.labor.nc.gov)

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*Striving to make  
North Carolina workplaces safer  
through education and training*



**Cherie Berry**  
*Commissioner of Labor*



ETTA coordinates and conducts various outreach services for the public. The Training and Education Section responds to public requests for training, speaking engagements, booth displays and hosts multiple training courses throughout the state at various locations. The Recognition Program Section administers the Carolina Star and Safety Awards programs that recognize companies that have exemplary safety and health management programs and safety records. The Standards Section reviews the federal standards for state adoption, coordinates state-specific rulemaking activities, distributes OSH publications and provides written, electronic or telephone interpretive guidance to employers and employees and processes various requests. The library is also housed within ETTA. These bureau services are provided free of charge and can easily be accessed through the NCDOL website at [www.labor.nc.gov](http://www.labor.nc.gov).

## Training and Education

**Training and Speaker's Bureau:** Trainers from our OSH staff are available to address a variety of regulated workplace safety and health topics. These presentations can be delivered in the classroom or via the Internet and emphasize the applicable OSHA regulations as well as common safety and health hazards. To submit a training request, go to the *Training* page under the *Safety and Health* tab on our website. Within five to seven working days, an ETTA training representative will contact you to discuss and coordinate your request. Please follow up with a phone call if you do not hear from us within 10 business days. In addition to training, this link can be used to request booths and speakers. NOTE: To use the Speaker's Bureau, ETTA requires a minimum 30-day notice and a minimum of 10 confirmed attendees.

### Examples of commonly requested training presentations:

- Big Four Construction Hazards
- Bloodborne Pathogens
- Electrical Safety
- Fall Protection
- Machine Guarding
- Personal Protective Equipment
- Recordkeeping and Posting
- Hazard Communication
- Excavations and Trenching

**Labor One:** In addition to the traditional Speaker's Bureau, employers can also request training with Labor One. Labor One is typically used on construction jobsites, but it can also be used for public relations events and as a mobile booth for safety fairs and conferences. To submit a Labor One request, go to the *Training* page under the *Safety and Health* tab on our website.

**For a Schedule of Courses Offered:** Our online calendar provides the schedule for OSH hosted 10- and 30-hour construction and general industry courses as well as our individual topic workshops and webinars. Consult this page frequently for updates and other events, such as construction forums, safety schools and other OSH workshops held throughout the year. You may also subscribe to receive training announcements at [www.labor.nc.gov/safety-and-health/training](http://www.labor.nc.gov/safety-and-health/training)

## Certificate Programs

In partnership with N.C. State Industry Expansion Solutions and the Safety and Health Council of North Carolina, ETTA offers the Manager of Environmental Safety and Health Program certificates for construction industry, general industry and public sector. For more information on MESH, go to the *Training* page under the *Safety and Health* tab on our website and click on *MESH Certificate Program*.

## Recognition Programs

The **Carolina Star Program** consists of four programs: Carolina Star, Rising Star, Public Sector Star and Building Star. The Star Program recognizes excellence in site-specific occupational safety and health management systems. These management systems are composed of programs designed to prevent and control occupational hazards. Worksites employing these systems are working to comply with the OSHA standards and are also striving to excel by using flexible and creative strategies that go beyond the rules to provide the best feasible protection for their employees. In the process, these Star Program worksites have effective safety and health management systems that serve as models for a variety of businesses.

The **Safety Awards Program** recognizes private firms and public agencies throughout the state that achieve and maintain outstanding safety records. The program is designed to stimulate interest in accident prevention and to promote safety in the workplace by providing an incentive to employers and employees to maintain a safe and healthful workplace. In continuous operation since 1946, the program extends to all North Carolina employers who meet the criteria. There are two levels under the annual safety awards program, gold and silver. In addition to annual safety awards, million-hour awards are awarded to companies that achieve one million hours with no lost time accidents. Subsequent awards are given for each additional one million safe employee hours.

## Standards Interpretations

Standards officers are available to answer your questions on all occupational safety and health regulations Monday through Friday. Call toll free at 1-800-NC-LABOR (1-800-625-2267), or 919-707-7876 and ask to speak to a standards officer. Questions may be submitted through the website or by email at [ask.osh@labor.nc.gov](mailto:ask.osh@labor.nc.gov). The Standards Section reviews federal guidance documents and makes adoption recommendations. All adopted guidance documents are available at [www.labor.nc.gov/osa/compliance/manuals.htm](http://www.labor.nc.gov/osa/compliance/manuals.htm). North Carolina-specific rules can be found at [www.labor.nc.gov/osh/etta/state\\_specific\\_rules/stds.htm](http://www.labor.nc.gov/osh/etta/state_specific_rules/stds.htm).