



**NCDOL**

*N.C. Department of Labor*

*Cherie Berry, Commissioner*

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**LEDGER**

## NCDOL, Skanska USA Celebrate Completion of Safety Partnership

*By Neesia Hill  
OSH District Supervisor*

Officials with the N.C. Department of Labor and Skanska USA celebrated the completion of a safety partnership for the construction of the North Carolina Heart and Vascular Hospital at UNC Rex Healthcare in Raleigh. Deputy Commissioner and Director of the Occupational Safety and Health Division Kevin Beauregard presented Skanska USA officials with certificates at a ceremony held on Thursday, Dec. 8, in Raleigh.

Skanska USA began working on the \$23 million, eight-story hospital in the fall of 2014. The new hospital is slated to open in March. UNC Rex Healthcare will employ over 600 employees in the building, which will consolidate all heart and vascular services into 373,000 square feet. The building includes 114 private patient rooms, 20 diagnostic testing rooms, and 60 private prep and recovery rooms.



*NCDOL and Skanska USA officials celebrate the completion of a safety partnership for the construction of the North Carolina Heart and Vascular Hospital at UNC Rex Healthcare in Raleigh.*



*Deputy Commissioner-OSH Director Kevin Beauregard presents a partnership completion certificate to Skanska USA Senior Superintendent Nathan Treible.*

Skanska USA and NCDOL signed the safety partnership agreement Sept. 22, 2014. The partnership was a voluntary cooperative relationship. The partnership accomplished its goals to encourage, assist and recognize the efforts to eliminate serious hazards and to achieve a high degree of worker safety and health. NCDOL's Occupational Safety and Health Division assisted in identifying safety and health related hazards and measures to correct those hazards. The division also helped clarify OSH standards and provided training assistance.



*The North Carolina Heart and Vascular Hospital at UNC Rex Healthcare in Raleigh will open this spring.*

# Partnerships for Workplace Safety



### From Labor Commissioner Cherie Berry

As we begin a new year, I'd like to take time to reflect on the previous one. The number of workplace fatalities inspected by our Occupational Safety and Health Division increased last year. Once again, the construction industry continued to be the most hazardous industry in the state. Seven of last year's construction deaths involved a fall from a roof, a type of workplace accident that can be prevented when proper safety training is coupled with the proper use of personal protective equipment.

We never lose sight of the fact that these are human lives lost at work, and I take each one personally. These were someone's husband or wife, mother or father, brother or sister, son or daughter, and in some cases grandparent. They were best friends and co-workers at an average age of 42 years old. We need to increase awareness of safety and health in both private industry and the government.

You can use the resources we provide free of charge to improve your workplace safety and health program. Attend one of our safety and health training classes, either online or in person. Call our Consultative Services Bureau to schedule a visit. Use the materials we provide on our website to train your employees.

I've met many of you at safety award banquets. I commend you for making safety a priority. I ask that you spread the word in your community. Help others recognize how a commitment to safety improves the bottom line.

If you have not participated in our Safety Awards Program, I encourage you to start. Even if your company does not qualify for an award, the process of looking at the information gathered for the application can help you improve the safety and health of your employees.

*Cherie Berry*



#### Cherie Berry

Commissioner of Labor

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### Recognition Roundup

Recognition Roundup identifies businesses that qualify for one of the N.C. Department of Labor's recognition programs. Congratulations to all of the recent award recipients. To view a complete list of all North Carolina Star recipient companies, click [here](#).

To view a complete list of all North Carolina general industry SHARP companies, visit [www.nclabor.com/osha/consult/sharp\\_sites.pdf](http://www.nclabor.com/osha/consult/sharp_sites.pdf).



#### Safety and Health Achievement Recognition Program (SHARP)

Piedmont Endo, Greensboro

City of Lincolnton Distribution and Collection Department  
Lincolnton

Town of Dallas, Wastewater Treatment, Dallas

Town of Dallas, Water Treatment, Dallas



#### Carolina Star

Go Triangle, Morrisville (recertification)

Have a safe 2017!



Nova Development

# Saab Barracuda Celebrates SHARP Status

By Mary Katherine Pegram, Public Information Officer

Saab Barracuda LLC, located in Lillington, celebrated recertification as a participant in the Safety and Health Achievement Recognition Program (SHARP) on Jan. 11. The company is the only SHARP site in Harnett County out of the 168 general industry sites statewide. Labor Commissioner Cherie Berry attended the Saab Barracuda recertification ceremony to present company officials with a new SHARP flag and certificate.

“Every employee deserves credit for your continued commitment to safety,” Commissioner Berry said. “Each of you should take pride in the fact that you are the only SHARP site in Harnett County.”

Saab Barracuda LLC produces multi-spectral camouflage and heat reducing systems for the Department of Defense, law enforcement, and other government agencies. At its Lillington location, Saab Barracuda LLC produces top of the line products including the Ultra Lightweight Camouflage Net Systems (ULCANS), Solar Shade Systems and Mobile Camouflage Systems (MCS). The company is involved with the design, testing and production of these products.



*Labor Commissioner Cherie Berry applauds the employees of Saab Barracuda in Lillington for being recertified as a participant in the Safety and Health Achievement Recognition Program (SHARP).*



*Utility seamstress Deborah Ross demonstrates for Commissioner Berry how panels are sewn together at Saab Barracuda.*

“Safety and quality are our two biggest things,” said Brian Keller, president and general manager, Saab Barracuda LLC. “Here in the facility we go from raw material to end product, so safety and quality provide and enhance the features of the product, while preserving the health of workers.”

One way the company is spreading the safety message is through its safety slogan contest. Every employee was given the opportunity to submit a slogan for consideration. According to company officials, about 30 slogans were submitted, with the winner being one from Tonya Norman. The winning slogan is “Don’t camouflage safety, keep it in plain sight.”

“I am proud of the work and dedication of the employees that allowed Saab Barracuda to achieve SHARP recertification,” said Blair Byrd, NCDOL industrial hygienist. “The SHARP award is recognition of a thorough safety and health commitment from top management to line level employees and is not possible without full participation from all involved.”

The company was first SHARP certified in September 2014. Saab Barracuda LLC also received the 1st Year Gold Award at the 2016 Sanford Safety Awards Banquet.

# NCDOL Urges Businesses to Apply for Safety Awards

By Jason Tyson, Public Information Officer

The start of 2017 at the N.C. Department of Labor means it is time for businesses to submit applications for a workplace safety award. Safety awards are given to companies that have above-average worker safety and health programs. In 2016, the department presented 3,375 safety awards.

“A safety award shows employees and the community that you are committed to a safe work environment,” Labor Commissioner Cherie Berry said. “A good safety record is something to be proud of, and businesses deserve to be recognized for their efforts.”

Businesses must meet two qualifications to receive a safety award. The first qualification is the business must be free of fatalities at the site for which they are applying. The second qualification is the business site’s injury and illness rate must be at least 50 percent below that of their industry’s average rate.

The 30 safety award banquets that take place across the state are co-sponsored by the N.C. Department of Labor and local chambers of commerce and other organizations. The safety award banquets are meant to honor those businesses in their communities for the safety award they have earned.

For more information on the Safety Awards Program or to download an application, go to the NCDOL website, [www.nclabor.com/osh/etta/safety\\_programs/safety\\_award.htm](http://www.nclabor.com/osh/etta/safety_programs/safety_award.htm). The deadline for submissions this year is Feb. 17.

# Falls and Struck-By Incidents Lead Work-Related Deaths

By Dolores Quesenberry, Communications Director

Falls and struck-by incidents continue to cause the largest number of work-related deaths statewide based on preliminary information released Jan. 30 by the state Department of Labor. Struck-by incidents accounted for the most work-related deaths with 19, while falls accounted for 12 deaths. The department's Occupational Safety and Health Division inspected 48 work-related deaths last year.

"Year after year, we see falls and struck-by incidents take the lives of too many workers," Labor Commissioner Cherie Berry said. "Falls and struck-bys are especially troubling because we know nearly all these types of workplace accidents can be prevented when proper safety training is coupled with the proper use of personal protective equipment. Seven of last year's construction deaths involved a fall from a roof. We never lose sight of the fact that these are human lives lost at work, and I take each one personally. These were someone's husband or wife, mother or father, brother or sister, son or daughter, and in some cases grandparent. They were best friends and co-workers at an average age of 42 years old."

The OSH Division tracks work-related deaths that fall within its jurisdictional authority so it can pinpoint where fatalities are occurring and place special emphasis on counties or regions where deaths on the job are happening. By tracking fatalities in real time, the department can also notify particular industries of any concerning patterns or trends identified and issue hazard alerts to warn industry.

"Through years of tracking workplace deaths, we have identified four areas known as the 'Big Four' that employers and employees should be mindful of in the workplace," said Kevin Beauregard, director of the Occupational Safety and Health Division. "Falls, struck-bys, caught-in/between incidents and electrocutions make up the Big Four and generally account for 80 percent or more of work-related deaths in construction and general industry."

The OSH Division also partners with businesses and organizations that represent some of the most hazardous industries through partnerships and alliances to heighten industry awareness and assist with education and training.

While fatalities continue to fluctuate, North Carolina's injury and illness rate has steadily declined since 2001 and dropped to an all-time low of 2.6 per 100 full-time workers in 2015. The U.S. Bureau of Labor Statistics compiles the injury and illness rate data. Based on the most recent data released by the BLS, North Carolina is one of the nation's top 10 safest states in which to work with a rate statistically lower than the national rate of 3.0.

The construction industry continues to be the most hazardous industry in the state with 19 work-related deaths in 2016, seven more than in 2015. The manufacturing industry had the second highest number of work-related deaths with nine in 2016, a decrease from 11 in 2015. The seven fatalities in the services industry was an increase from five in the previous year.

In addition, agriculture, forestry and fishing decreased from eight fatalities in 2015 to five in 2016. There were also four fatalities in the transportation and public utility industry, an increase from one in 2015. Government stayed the same at two fatalities. The wholesale trade industry increased from one fatality in 2015 to two in 2016. There were no work-related fatalities in the retail trade industry or the finance, insurance and real estate industry.

There were no work-related fatalities in 77 of North Carolina's 100 counties. Mecklenburg County led with 12 fatalities. Guilford and Rowan experienced four each. Cumberland and Wake experienced three fatalities each. Catawba, Forsyth, Gaston and Robeson experienced two fatalities each. Fourteen counties experienced one fatality.

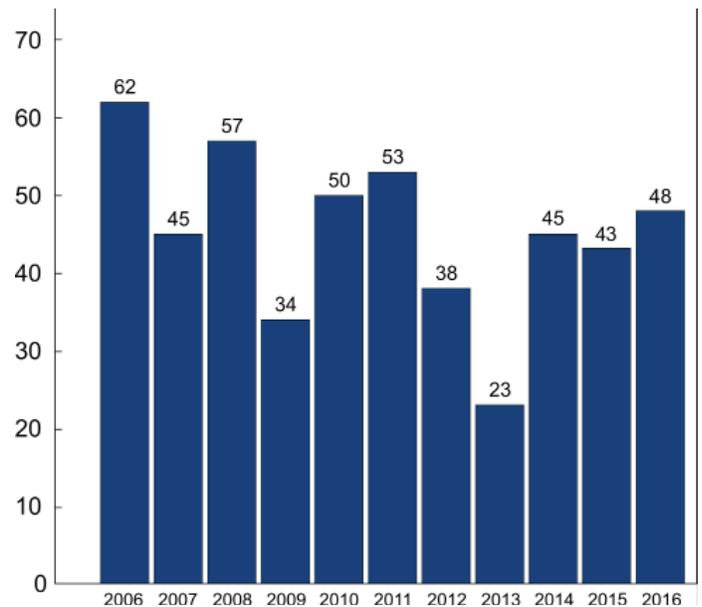
Whites accounted for 27 of the 48 work-related fatalities. Blacks accounted for 10 and Hispanics for nine. There were two Asians. Men accounted for 44 of the 48 deaths. Women accounted for four workplace deaths.

The state figures exclude certain fatalities that fall outside its jurisdictional authority. These include traffic accidents, which account for nearly half of all work-related deaths, as well as homicides and suicides that are investigated by law enforcement agencies. The count also excludes fatalities investigated by federal OSHA and other exemptions in which the department does not have the authority to investigate, such as on farms with 10 or fewer employees.

Federal figures compiled by the U.S. Bureau of Labor Statistics, with cooperation of NCDOL, include all work-related fatalities. The federal figures for 2015, the latest figures available, can be found on the BLS website at [www.bls.gov/regions/southeast/news-release/fatalworkinjuries\\_northcarolina.htm](http://www.bls.gov/regions/southeast/news-release/fatalworkinjuries_northcarolina.htm). Data for 2016 will be available in December.

Businesses may call 1-800-NC-LABOR to learn more about free safety training opportunities provided by NCDOL or visit [www.nclabor.com](http://www.nclabor.com).

Work-Related Fatalities in North Carolina  
2006-2016



# Posting of Injury and Illness Summary Required

*Some companies will also have to electronically submit injury and illness data*

*By Mary Katherine Pegram, Public Information Officer*

Employers are reminded that they must post a summary of work-related injuries and illnesses that occurred in 2016. The N.C. Department of Labor requires the summary be posted from Feb. 1 through April 30.

To record work-related fatalities, injuries and illnesses, most employers must keep a Log of Work-Related Injuries and Illnesses (Form 300). The Summary of Work-Related Injuries and Illnesses (Form 300A) is compiled from the data on the log. A company without any injuries or illnesses will be required to post the summary with zeroes on the total lines. Once the annual summary is complete, a company executive must certify that the OSHA 300 Log has been examined and they believe it is complete and correct.

“This posting requirement is an important way employers keep their employees informed about safety and health conditions in the workplace,” said Wanda Lagoe, bureau chief of the Education, Training and Technical Assistance Bureau.

To be exempt from keeping injury and illness logs and posting summaries, companies had to have 10 or fewer employees at all times during the previous calendar year (2016). Certain businesses classified in specific low-hazard industry classifications are also exempt from keeping injury and illness logs and posting summaries unless requested to do so for survey purposes. The list of exempt industries changed effective Jan. 1, 2015.

Furthermore, some companies will have to electronically submit injury and illness data to federal OSHA that they are already required to record on their onsite injury and illness forms. This requirement took effect Jan. 1, 2017, with the first submissions due July 1, 2017. Federal OSHA believes this will allow the data to be analyzed more efficiently.

According to the OSHA website, some data will be posted online, allowing the public to view the content. The reasoning for the data to be public is to encourage employers to improve workplace safety and provide information to the public. Depending on the size of the company and type of industry, the amount of data having to be submitted will vary. See federal OSHA’s fact sheet about the new requirement at [www.osha.gov/Publications/OSHA3862.pdf](http://www.osha.gov/Publications/OSHA3862.pdf).

OSHA will be providing a website that offers different options for the data submission. The options of uploading the injury and illness data are: (1) manually enter data into a web form, (2) upload a CSV file, or (3) transfer the data electronically using an API (application programming interface). OSHA has set the date for the site to go live for February 2017.

For more information about recording criteria or for a list of exempt industries, contact the Education, Training and Technical Assistance Bureau at 1-800-625-2267 or locally at 919-807-2875. To download a free copy of the OSHA 300, OSHA 300A or OSHA 301, as well as recordkeeping instructions, visit our website at [www.nclabor.com](http://www.nclabor.com), click on the Publications tab, then click on the Forms link. The list of exempt industries is also available at [www.osha.gov/recordkeeping/ppt1/RK1exempttable.html](http://www.osha.gov/recordkeeping/ppt1/RK1exempttable.html).

## *Message to Our Subscribers*

*We wish to make our subscribers aware of a change to the Labor Ledger. Neal O’Briant, editor, is retiring from his position in state government after 30-plus years of dedicated service. Neal began working for NCDOL in Oct. 1985 as a temporary clerk typist. On Aug. 1, 1988, Neal started full-time with the department and his service has been uninterrupted since. Neal was later promoted to editorial assistant and then to information and communications officer II and III. During his tenure, Neal helped to make the Labor Ledger into the publication that it is today. We wish to thank him for his long and distinguished career with the department.*

*Neal’s duties will be taken over by Jason Tyson, who will serve as editor of the newsletter going forward. Submissions or comments can now be directed to [Jason.tyson@labor.nc.gov](mailto:Jason.tyson@labor.nc.gov).*

*Mary Katherine Pegram is also new to the Communications Division and will serve as assistant editor.*

*We hope you, our loyal subscribers, will continue to enjoy reading the articles and hope you find the information it contains both useful and informative.*

Dolores Quesenberry  
*Director of Communications*

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# DEADLY Mistakes



By Judyth Niconienko  
State Plan Coordinator

**Fatal Event:** On July 21, 2015, a 61-year-old mechanic of a car garage died after the pickup truck he was working on moved forward on the automotive lift arm adapters that it was resting on, striking his head.

**Investigative Findings:** The long-term employee was replacing both lower steering control arm bushings on a customer's pickup truck. The victim had placed the two lift arm adapters of the vehicle lift under the frame of the truck, which lifted the front of the vehicle just enough to allow him to position himself on a mechanic's creeper under the front of the vehicle.

On the day of the accident, a GMC pickup truck was positioned on an automotive lift with the front end lifted. The front wheels had been removed and were observed positioned near the walls on either side of the truck. The mechanic had been tasked to replace the lower steering control arm bushings on both sides. The set on the left side of the truck had been completed earlier in the morning. The right side steering controls, axle and rotors had been completely disconnected to allow access to the steering brackets.

The rotary lift's operation and maintenance manual specifically states, "WARNING: To avoid personal injury and/or property damage, permit only trained personnel to operate lift. After reviewing these instructions, get familiar with lift controls by running the lift through a few cycles before loading vehicle on lift. IMPORTANT: Always lift the vehicle using all four adapters. NEVER raise just one end, one corner, or one side of vehicle." Further in the operating instructions, the manual continues, "E. Continue to raise to desired height [ONLY] if vehicle is secure on lift. F. DO NOT go under vehicle if all four adapters are not in secure contact at vehicle manufacturer's recommended lift points." And paragraph 5 directs, "While Using Lift: A. Avoid excessive rocking of vehicle while on lift."

Another facility mechanic estimated that the vehicle frame had only been lifted about 10 inches prior to the accident. This would have positioned the vehicle in a slightly front end downward alignment. The victim had removed the front wheels earlier in the process and had completed installation of the left side bushings and had reattached the steering control arm bracket, axle and rotor. Based on the observed tool and replacement part positions, he was apparently attempting to attach the right side steering control arm bracket when the vehicle moved forward on the right side lift arm adapter.

During the attachment process, the mechanic normally has to force the brackets into position by pushing/pulling the brackets. It is believed that the

victim was attempting to force the bracket into the desired position, which caused the right side lift arm adapter to fold at its hinge point allowing the vehicle to fall about 6 inches. When the vehicle fell, the metal-to-metal contact friction between the truck frame and the lift arm was overcome by the truck momentum. With the truck no longer equally balanced on the two lift arms, the truck frame slid forward along the right lift arm and pushed the truck frame off of the left side lift arm adapter. The truck's parking brake had not been applied, which also allowed the truck to move forward freely when the lift arm adapter fell out of its original position. This left no support under the right side of the truck frame, which allowed the front of the truck to continue falling forward and down. The loss of support caused the left side lift arm adapter to fold also and allowed the truck to slide forward along both left and right lift arms. At this point, the lift arms were in contact with the truck's rocker panels. This provided some support to both sides of the vehicle. There was no evidence where any part of the vehicle's front end contacted the floor at any point. The front cross member of the truck frame only exhibited evidence of having contacted the victim's head.

**Discussion:** The rotary lift had been purchased new, and a manufacturer trained representative had installed the unit. It was also confirmed that the victim had been present when the lift was installed and that he had been formally trained. However the installation had occurred 10 years prior. He was the only staff member currently employed that had received formal training.

In this event only two of the four lift arms were being used to raise the vehicle, which attributed to the accident. The manufacturer specified "always lift the vehicle using all four adapters. NEVER raise just one end, one corner, or one side of vehicle."

All staff who use specialized equipment need to be trained on the equipment before use. Regular staff training and retraining is necessary to reinforce safe practices and discourage bad habits and short cuts.

## Recommendations:

- ✘ A hazard assessment should be performed for each job duty.
- ✘ Employees should be trained in the hazards associated with their job and instructed on safe methods to complete the job.
- ✘ Manufacturer recommendations relating to specific equipment should be followed when completing a task.
- ✘ Management should be taking corrective action if they see staff not following manufacturer recommendations while using equipment.
- ✘ When a vehicle is being worked on it needs to be secured in place by brakes and or chocks where appropriate.

## WORKPLACE WORRIES



By Christine Ryan, Administrator  
Wage and Hour Bureau

**Q:** Can my employer make me take a drug test?

**A:** Employers can require applicants for employment and current employees to submit to a drug test. Screening tests that are single-use (available in stores) cannot be used for current employees. Instead, the employer may only use tests performed by an approved laboratory for current employees. Employers can ask an applicant for employment to participate in a single-use screening test, but positive results must be confirmed by a second examination performed by an approved laboratory. Applicants and employees can be dismissed for refusing or failing a drug test.





# Bulletin Board

## Mine and Quarry Training

### Part 46 New Miner Training

Feb. 7, Winston-Salem  
 Feb. 21, Kings Mountain  
 March 14, Greensboro

### Part 46 Annual Refresher Training

Feb. 9, Winston-Salem  
 Feb. 22, Kings Mountain  
 March 16, Greensboro

### New Miner Training

Feb. 27-March 1, Wake Forest  
 April 3-5, Wake Forest

### Annual Refresher Training

March 2, Wake Forest  
 April 6, Wake Forest

### First Aid Training

Feb. 8, Winston-Salem  
 Feb. 23, Kings Mountain  
 March 15, Greensboro

To register for any of these classes,  
 call the Mine and Quarry Bureau at 919-807-2790.

## 10-Hour Construction Industry Awareness Course in Spanish

**Feb. 27-28, Cary**

*Click [here](#) for more information.*

**March 14-15, Raleigh**

*Click [here](#) for more information.*

**April 5-6, Jacksonville**

*Click [here](#) for more information.*

**May 23-24, Charlotte**

*Click [here](#) for more information.*

**Aug. 29-30, High Point**

*Click [here](#) for more information.*

*This course will be delivered in Spanish and will provide participants 10 hours of instruction that will address the many recognized hazards of the construction industry. During this awareness course, the "Big Four" hazards (falls, electrical, struck by and caught in between) will be included as part of the two-day training session.*

*This course is designed to help employers understand OSH regulatory requirements and also ensure employers and employees understand the requirements necessary in providing an acceptable safety and health program for the workplace. This course will provide a basic overview of the Construction Industry Safety and Health Standards, 29 CFR 1926.*

## NC Summit on Safety Leadership

**Feb. 28-March 3, Asheboro**

<http://safetync.org/safetyleaderships Summit.html>

*The Summit on Safety Leadership is a conference on the essentials of creating a lasting culture of safety in any organization. Expert presenters will share practical and proven guidance, techniques, case studies and experiences to assist attendees in moving their organization on the Journey to Safety Excellence. In short, the summit will provide the attendees with both information and inspiration to keep their employees safe. Safety and environmental managers, Manager of Environmental Safety and Health (MESH) graduates, and any employees involved in safety in their workplaces will benefit from attending the summit. Plus, the summit will cover topics that will be of use to general industry, construction, public sector and nonprofit employees.*

## Charlotte Regional Safety and Health Conference

**March 30-31, Charlotte**

[www.charlottesafetyschool.com](http://www.charlottesafetyschool.com)

*The conference is thoughtfully planned to provide current and timely information on occupational safety and health challenges employers and employees face. Numerous exhibitors will be present to provide the latest information and cutting-edge technology related to safety and health for your employees.*

*Bulletin Board continued on page 8*



# Bulletin Board

continued from page 7

## Complying With OSHA General Industry Standards—Beginners Level

**May 23-24, Raleigh**

Click [here](#) for more information.

*This two-day course has been designed for new environmental, health and safety (EHS) professionals who are responsible for safety and health at their organization. The course covers general industry standards, state-specific standards for the general industry and the recordkeeping standards.*

## Complying With OSHA Construction Industry Standards—Beginners Level

**July 12-13, Raleigh**

Click [here](#) for more information.

*This two-day course has been designed for new environmental, health and safety (EHS) professionals who are responsible for safety and health at their organization. The course covers construction industry standards, state-specific standards for the construction industry and the recordkeeping standards.*

## OSH Webinar Courses

Visit the OSH Training Schedule Calendar [here](#) to view upcoming internet training and other safety courses. Check the calendar for new courses being added soon.

## Long Term Care Workshops

**Aug. 8, Raleigh**

Click [here](#) for more information.

**Aug. 15, Charlotte**

Click [here](#) for more information.

*This course provides an overview of safety and health hazards associated with the long term care industry. Students will be presented with information about regulatory requirements, long term care safety and health risks, and methods to reduce or eliminate long term care safety and health hazards. Nursing home administrators are eligible for 7.0 CEU credits.*

**1-800-NC-LABOR**  
**www.nclabor.com**