



**NCDOL**  
N.C. Department of Labor

Cherie Berry, Commissioner

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

March-April 2019

# NC Labor LEDGER

1-800-625-2267

## Record-Breaking Attendance at Mine Safety and Health Conference

By Mary Katherine Revels, Public Information Officer

This year, the 42nd Annual N.C. Mine Safety and Health Conference was held in Cherokee. In partnership with the N.C. Department of Labor, the N.C. Aggregates Association sponsors the event each year. With a record attendance at this year's conference, attendees were able to network and learn during the two-day event.

During the conference, the NCDOL Communications Division recorded episode nine of the *Inside NC Labor* podcast, on location for the first time. This episode is an exciting first for NCDOL as it features various members from outside the agency in the mining industry including Jay Stem, N.C. Aggregates Association; Sam Pierce, MSHA; and Bryan Moore, Vulcan Materials Co., along with William Gerringer, Mine and Quarry Bureau, and Labor Commissioner Cherie Berry.

The Mine and Quarry Bureau enforces the 1975 Mine Safety and Health Act of North Carolina. The bureau is responsible for providing education and training to miners and contractors who work in mines to help them identify and eliminate hazards and to help reduce accidents and injuries. While there are no underground mines in North Carolina, there are several metal/non-metal mines and quarries across the state. Keeping those who work in the industry safe is a top priority for the N.C. Department of Labor. During fiscal year 2018, the Mine and Quarry Bureau conducted 131 on-site training programs, which trained about 4,500 miners and contractors.

"I am most proud of the injury and illness rate in the mining industry, which is 1.69 per 100 full-time workers," said Labor Commissioner Cherie Berry. "That is a lot lower than general industry in North Carolina, so these folks are terrific."



During breaks at the 42nd Annual N.C. Mine Safety and Health Conference, attendees network and visit various exhibits.

Pierce explained that about half of all mining fatalities in the nation in recent years were due to accidents involving powered haulage, which includes mobile equipment, conveyor systems and other power equipment that hauls people or materials. MSHA has made the prevention of powered haulage accidents a priority by promoting the Powered Haulage Safety Initiative.

"That fatality is not just a number, that's a family member," Pierce said. "We can work hard to eliminate these fatalities, or we can ignore safety and health standards in the mining industry."

For information on the Mine and Quarry Bureau or to sign up for training visit the NCDOL [website](http://www.labor.nc.gov) or call 919-707-7932.



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Attendees of the 42nd Annual N.C. Mine Safety and Health Conference listen to a presentation, Accident Prevention: Combating Complacency, presented by Steven Sandbrook, president, Eagle Mine Safety, Thursday, March 21, 2019.

As a presenter at the conference, William Gerringer, bureau chief of the Mine and Quarry Bureau, shared the top violations on mine sites in North Carolina during fiscal year 2018, both of which, Gerringer explained, are easy to correct. The top violation was 56.14100(c), safety defects; examination, correction and records. The second most cited violation of 2018 was 50.30(a), preparation and submission of MSHA Form 7000-2—Quarterly Employment and Coal Production Report.

"What we want to see is zero fatalities, zero accidents and a zero-incident rate," Gerringer said. "It is evident by the record attendance this year, that this is your goal as well. We love zeros."

Sam Pierce, district manager for the Mine Safety and Health Administration, shared an update on the Southeast District. Pierce stated that the MSHA mission is to prevent death, illness and injury from mining and promote safe and healthful workplaces for U.S. miners.



Nova Development



## **From Labor Commissioner Cherie Berry**

The Mine and Quarry Bureau is one of the earliest established units of the N.C. Department of Labor. While coal mining does not exist in North Carolina, there are many other mines and quarries scattered throughout the state in places such as Spruce Pine, Nantahala and down east in Aurora.

There are about 380 private sector surface mines, quarries and sand gravel pit operations, employing about 3,300 employees in our state. These operations collectively produce 13 types of industrial minerals from the ground.

When you think about it, so many of life's modern conveniences stem from these minerals. From the roadways we drive on, to the buildings we work in, to the homes we live in and for me personally, down to the lipstick I wear.

The process of mining these minerals from the earth can be very dangerous. This is where the Mine and Quarry Bureau comes into play. The bureau provides education and training to miners and contractors who work in mines, to help them identify and eliminate hazards and to help reduce accidents and injuries in the mining industry.

Each year, NCDOL and the N.C. Aggregates Association sponsor the N.C. Mine Safety and Health Conference. The purpose of the conference is to bring together stakeholders within the industry to discuss industry trends, review safety guidelines and foster open communication between public and private sectors within the mining industry.

The conference was held in Cherokee March 20–22. It was a personal privilege to attend the safety and health committee meeting and to record an episode of *Inside NC Labor* along with Sam Pearce, MSHA southeast district manager; Jay Stem, executive director of the N.C. Aggregates Assoc.; Brian Moore with Vulcan Materials and our very own William Gerringar who heads up the NCDOL, Mine and Quarry Bureau.

To learn more about the annual conference, please see the article on page 1 or tune into the podcast, which was produced on location and for the first time included guests from outside of NCDOL.



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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. For a complete list of **Star** and **SHARP** sites, visit the [NCDOL website](#).

### **Carolina Star \*Recertification**

Emerson Automation Solutions, *Black Mountain*\*  
JPS Composite Materials, *Statesville*  
International Paper Co. – Fiber Supply East Region,  
*Cape Fear Woodyard, Riegelwood*\*  
Roanoke Electric Cooperative, *Aulander*\*  
Stanley Engineered Fastening, *Stanfield*\*  
Zapata Group Inc., *Charlotte*\*  
Edgecombe Genco LLC, *Battleboro*\*

### **Public Sector Star \*Recertification**

Mooresville Fire and Rescue, *Mooresville*\*  
N.C. Department of Agriculture and Consumer Services –  
Agronomic Services Division, *Raleigh*\*

### **Building Star \*Recertification**

Danis Construction Co., *Raleigh*\*  
Turner Construction Co., *Charlotte*\*  
RGD Project Management Inc., *Cary*

### **SHARP \*Recertification**

Amano Pioneer Eclipse Corp., *Sparta*  
Town of Mooresville – Water Treatment 2, *Mooresville*  
Town of Mooresville – Water Treatment 1, *Mooresville*  
Town of Mooresville – Wastewater Treatment Plant, *Mooresville*  
Town of Mooresville – Water/Sewer Maintenance, *Mooresville*



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# Three Growers Recognized at Annual Gold Star Growers Meeting

By Natalie Bouchard, Public Information Officer

The N.C. Department of Labor presented special awards to three North Carolina growers during the 25th Annual Gold Star Growers Meeting held Thursday, Jan. 31, at the N.C. State Fairgrounds.

The Gold Star Grower Housing Program recognizes growers who provide farmworker housing that meets and exceeds the requirements of the Migrant Housing Act of North Carolina. These standards are required by law and are used during annual inspections performed by NCDOL's Agricultural Safety and Health (ASH) Bureau.

"Every year, we recognize several growers for being the best of the best," Commissioner Berry said. "Gold Star Growers understand the importance of fostering a safety culture on their farms and have set an example of how to treat their workers like family."



NCDOL presents Stag Park Farms of Pender County the Best New Housing, East award Thursday, Jan. 31, 2019, at the Gold Star Growers Luncheon in Raleigh. (L-R): Ben Milam; Joel Milam; Labor Commissioner Cherie Berry; Alan Fortner, ASH inspector; Beth Rodman, ASH bureau chief.

Special awards were given to Fann Farms of Sampson County for Best Maintained Housing. Stag Park Farms of Pender County was selected for the Best New Housing – East award. The award for Best New Housing – West was presented to Staton Farms of Henderson County. Labor Commissioner Cherie Berry along with employees of the ASH Bureau presented awards to the three recipients.

"These growers voluntarily chose to go above and beyond the standard requirements," said Beth Rodman, ASH bureau chief. "Farmers are resilient and creative. Thank you, you are inspiring."

At this year's meeting, a total of 174 growers were awarded the Double Gold Star Grower Award, and a total of 94 were awarded the Single Gold Star Grower Award. Double Gold Star Growers are eligible for self-inspection of their housing in the upcoming year.



NCDOL presents Fann Farms of Sampson County the award for Best Maintained Housing Thursday, Jan. 31, 2019, at the Gold Star Growers luncheon in Raleigh. (L-R): Gerald Miller; ASH inspector; Robert Fann; Labor Commissioner Cherie Berry; Beth Rodman, ASH bureau chief; Kenneth Fann.



Beth Rodman, ASH bureau chief (left) and Labor Commissioner Cherie Berry display award for Best New Housing – West, at the N.C. State Fairgrounds Thursday, Jan. 31, 2019. Staton Farms of Henderson County was not present to accept the award.

# Lillington Facility Recertified as SHARP Participant

By Mary Katherine Revels, Public Information Officer

The N.C. Department of Labor recently recertified Saab Barracuda as a participant in the Safety and Health Achievement Recognition Program (SHARP). The program recognizes companies for a commitment to the safety and health of their employees.

Labor Commissioner Cherie Berry presented employees and company officials with the SHARP flag and certificate at a ceremony at the Lillington facility Wednesday, Jan. 30.

It takes teamwork to ensure that each employee returns home every day to their families safe and healthy,” Commissioner Berry said. “I commend the employees at Saab Barracuda for continuing to demonstrate that teamwork.”

The SHARP Award is designed for small to mid-size businesses. Companies that qualify for the award show that they have developed and maintained good safety programs for workers. To qualify for the program, injury and illness rates for the site must be below the national average for the industry, and NCDOL safety and health consultants must complete an assessment of the workplace.

“Saab Barracuda truly values our partnership with the N.C. Department of Labor,” said Bill Easterling, Saab Barracuda vice president. “With the assistance of the Consultative Services Bureau, we continue to proactively identify and mitigate potential hazards before they lead to workplace injuries. We offer many thanks to Commissioner Berry, Blair Byrd and Gregory Greene for your support over the last six years as we made Saab Barracuda one of the safest places to work in North Carolina.”

Saab Barracuda engages in the design, testing and manufacturing of signature management and camouflage products for the armed forces and government agencies in the U.S. Additionally, Saab Barracuda manufactures multi-spectral camouflage and heat reducing systems for the Department of Defense, law enforcement and other government agencies. These products protect against threats from sensors and reduce the effects of heat and solar loading on personnel and equipment.

“The SHARP recertification is the result of an associate-driven safety process that begun 12 years ago,” Easterling said. “The dedication of our hard-working associates to analyze past accidents, audit processes and equipment, and establish safe work practices has resulted in over four years without a recordable or lost time incident.”

The company was first SHARP certified in September 2014 and recertified in January 2017. Saab Barracuda also received the third consecutive year Gold Award at the 2018 Sanford Safety Awards Banquet.



*Saab Barracuda employees along with Labor Commissioner Cherie Berry display the SHARP flag during a recertification ceremony at its Lillington facility Wednesday, Jan. 30, 2019. This recertification is the third consecutive SHARP award for exceptional safety awareness and performance presented to Saab Barracuda.*

Be sure to check out NCDOL's podcast, **Inside NC Labor**. Episodes six and seven include special guests Eursula Joyner, safety awards coordinator (*left*), Education, Training and Technical Assistance Bureau, and Don Kinney, assistant bureau chief, Boiler Safety Bureau. **Inside NC Labor** is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.



# Town of Mooresville Recognized for Two Achievements

By Mary Katherine Revels, Public Information Officer

The Town of Mooresville held a town hall board meeting to celebrate two awards, Public Sector Star recertification for Mooresville Fire and Rescue and the initial Safety and Health Achievement and Recognition Program (SHARP) certification for the Town of Mooresville Public Utilities Department.

Labor Commissioner Cherie Berry attended the meeting on Monday, March 18, to present the awards.

The Public Sector Star award is designed to recognize state agencies and local governments for their leadership and success in providing a safe and healthy work environment. Mooresville Fire and Rescue was initially certified in the Star program in 2010.

Mooresville Fire and Rescue has five stations with a proud history of providing quality services to the citizens of its community. Since the department's inception May 10, 1910, its firefighters and administrative staff have built a reputation for innovative and progressive leadership in fire services.



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*Mooresville Fire and Rescue display the acrylic star presented by Labor Commissioner Cherie Berry to recertify the department in the Public Sector Star program Monday, March 18, 2019.*



NCDOL Photo Library

*The Town of Mooresville Public Utilities Department accepts the SHARP plaque and flag from Labor Commissioner Cherie Berry during a town hall board meeting Monday, March 18, 2019.*

"The fact you have been able to qualify for this certification and now re-certification means a great deal to all of us," said Labor Commissioner Cherie Berry. "It means you have been able to carry through with your safety and health programs and take care of each other for years."

SHARP is a program that recognizes small and mid-size employers who have developed and maintained effective safety and health programs.

The Public Utilities Department is tasked with providing safe and reliable drinking water, and wastewater collections for nearly 15,000 homes and businesses through operation and maintenance of two water treatment plants, one wastewater treatment plant and over 600 miles of water and sewer lines.

"Safety and health is not just one person. It takes teamwork to ensure that each employee returns home safely every day to their families," Commissioner Berry said. "I commend each of you for continuing to demonstrate that teamwork."

The Town of Mooresville Public Utilities Department received a second-consecutive year Silver Award at the 2018 Statesville Safety Awards Banquet, while Mooresville Fire and Rescue received a second-consecutive year Gold Award at the same ceremony.

Be sure to check out NCDOL's podcast, **Inside NC Labor**. Episode eight features special guest Beth Rodman, bureau chief, (left), Agricultural Safety and Health Bureau. Episode nine features special guests Commissioner Berry, Jay Stem, executive director of the N.C. Aggregates Assoc.; William Gerringer, bureau chief, Mine and Quarry Bureau; Sam Pierce, district manager, southeast, MSHA; Bryan Moore, Vulcan Materials. **Inside NC Labor** is designed to inform and educate North Carolina citizens on the role that the Department of Labor plays in state government.



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# Learn How to Participate in the 2019 National Stand-Down to Prevent Falls in Construction

By Natalie Bouchard, Public Information Officer

When considering the sheer number of falls in the construction industry that lead to injury or death, it is important to create awareness and provide resources for construction workers across the country. The National Safety Stand-Down to Prevent Falls in Construction is a nationwide event that aims to do just that. Falls are a leading cause of workplace death for construction workers both nationally and locally, causing nine fatal accidents in North Carolina in 2018. This year marks the sixth annual National Safety Stand-Down to Prevent Falls in Construction and will take place May 6–10.

The event is voluntary, but employers are highly encouraged to open dialogue with employees about workplace safety with a special emphasis on falls. Although the program emphasizes construction, any workplace can take time to emphasize the importance of identifying and eliminating fall hazards while bringing awareness to fall prevention. Workplaces within different industries that don't necessarily involve fall hazards can also take this time to discuss a variety of workplace hazards applicable to their industry.

The Occupational Safety and Health Division of the N.C. Department of Labor is participating in the National Safety Stand-Down to Prevent Falls in Construction and has been a part of the movement for the past five years. The OSH division utilizes the above-mentioned resources as well as their own events to reach the common goal of preventing fall hazards and educating workers about personal protective equipment that can be used to prevent falls in the workplace. The OSH Division also works with entities that represent some of the most hazardous industries through partnerships and alliances to heighten industry awareness and assist with education and training.

"It is encouraging to see a decrease in falls from 13 in 2017 to nine in 2018, and we hope this downward trend will continue," said Kevin Beauregard, director of the NCDOL OSH Division. "I encourage all construction companies to participate in the stand-down and focus on

fall prevention efforts on construction sites to help reduce these preventable deaths. In addition, the OSH Division will increase construction-related activity in some counties in the spring, especially those identified as having high activity or multiple fatalities."

The Education, Training and Technical Assistance Bureau, as part of the OSH division, is set to provide several training events throughout this critical week. Here are some of the events hosted by the ETTA Bureau:

- Fall Protection Webinar – Monday, May 6, 2019
- Construction Forum – Tuesday, May 7, 2019 in Concord
- Construction Forum – Thursday, May 9, 2019 in Raleigh

"The National Safety Stand-Down to Prevent Falls in Construction is an important event in North Carolina. Falls are the leading cause of construction fatalities and we are trying to change this through education, training and outreach," said Marcy Collyer, training supervisor of the Education, Training and Technical Assistance Bureau. "During the stand-down, we encourage employers and employees to have a conversation about fall prevention and the specific activities on their worksites that may result in a fall."

You can see how other organizations will be participating in the National Safety Stand-Down to Prevent Falls in Construction by looking for the hashtag #StandDownForSafety on social media platforms like Facebook, Twitter and Instagram.

"The National Safety Stand-Down to Prevent Falls in Construction is just one of the many tools that we hope will touch the lives of workers across the nation," said Labor Commissioner Cherie Berry. "Our job at the N.C. Department of Labor and the OSH Division will not be done until there are zero work place fatalities in North Carolina."



*Construction workers with Barnhill Construction Co. gather in front of Labor One, the NCDOL mobile classroom, for a stand-down training event in Cary Monday, May 7, 2018.*



*Builders Mutual Insurance Co. sponsors a stand-down training session to prevent falls with H&H Constructors in Fayetteville Tuesday, May 8, 2018. Hands-on training on fall protection was provided to workers inside Labor One.*

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# 2019 Safety Awards Banquet Schedule

*The following banquets are scheduled for April, May and June.*

*For more information about the Safety Awards Program, contact Eursula Joyner at 919-707-7855 or eursula.joyner@labor.nc.gov.*

Monday, April 8	noon	AVS Banquet Center	Asheboro
Tuesday, April 9	5:30 p.m.	Morganton Community House	Morganton
Thursday, April 11	5:30 p.m.	LeGrand Center	Shelby
Tuesday, April 16	6 p.m.	Rock Springs Events Center	Greenville
Tuesday, April 16	noon	Elm City Train Depot	Wilson
Thursday, April 18	noon	Embassy Suites by Hilton Greensboro Airport	High Point
Friday, April 26	noon	Embassy Suites	Charlotte
Monday, April 29	6 p.m.	Oliver's	Wadesboro
Thursday, May 2	noon	Lane Tree Country Club	Goldsboro
Thursday, May 2	6 p.m.	Vance-Granville Community College	Oxford
Tuesday, May 7	noon	Benvenue Country Club	Rocky Mount
Thursday, May 9	noon	South Piedmont Community College	Monroe
Friday, May 10	noon	Cabarrus County Country Club	Concord
Monday, May 13	6 p.m.	Coastline Conference and Event Center	Wilmington
Wednesday, May 15	noon	Ramada Inn	Statesville
Tuesday, May 21	6:30 p.m.	Ahoskie Inn	Ahoskie
Thursday, May 23	6 p.m.	Expo Center	Clinton
Thursday, May 30	6 p.m.	Homestead Steakhouse	Roxboro
Friday, May 31	noon	Crabtree Marriott	Raleigh
Tuesday, June 4	noon	Mebane Arts and Community Center	Burlington
Friday, June 7	noon	J. Smith YMCA	Lexington
Tuesday, June 11	noon	City of Sanford Public Works Service Center	Sanford
Wednesday, June 12	noon	Olivia's Catering	Kinston
Thursday, June 13	6 p.m.	Adelio's Restaurant	Lumberton
Monday, June 17	noon	Atrium Health	Albemarle
Tuesday, June 18	6 p.m.	Gastonia Conference Center	Gastonia
Tuesday, June 25	6 p.m.	Hilton Biltmore Park	Asheville
Thursday, June 27	6 p.m.	Crowne Plaza	Hickory
Friday, June 28	11:15 a.m.	Cross Creek Country Club	Mount Airy

# DEADLY Mistakes



By Judyth Niconienko, State Plan Coordinator

**Fatal Event:** On March 23, 2015, three employees working from a mast climbing work platform (MCWP) were fatally injured and a fourth employee severely injured when the MCWP collapsed, throwing the employees about 100 feet to the ground.

**Investigative findings:** An 11-story commercial building was being constructed on top of an existing parking deck. There were six mast climbing work platforms being utilized that were located on all sides of the building. MCWP number three was involved in the incident. It was connected to the roof level and the 11th, ninth, sixth and third floors, using struts attached to metal plates connected to the concrete floors. The building was equipped with a dark glass façade that was about 99 percent complete at the time of the accident.

This MCWP was being disassembled from the roof down by two staff. The removal of the struts was part of the disassembling process. An employee would climb into the building from the MCWP, disconnect the struts and then crawl back onto the MCWP. In an effort to prevent scheduling delays it was decided that as the struts were removed the remaining glass panels would be inserted. When the two men disassembling the mast got to the 11th floor two additional staff joined them for this purpose. When the struts were removed staff inside the building would pass a glass panel out to their co-workers on the MCWP who then installed the glass.

The MCWP was specifically designed for medium to light duty construction projects and with a standard configuration should be able to carry load capacities from 3,000 to 6,000 pounds. However, with the configuration at this site, the carry load was later calculated at 3,000 pounds.

At the ninth floor the disassembly process was repeated, but by this time there were six struts and 13 sections of mast on the platform as well as the four men. The carry load was estimated to be about 4,620 pounds. The strut was disconnected and the staff member crawled back onto the MCWP. The mast began to lean away from the building. Strain was placed on the sixth-floor strut that was still attached to the building. The mast came apart in two sections about 5 feet above the sixth-floor and 5 feet below causing the main part of the mast to vault into the parking lot about 200 feet from the base of the MCWP.

**Discussion:** The cause of the failure of the MCWP was due to the excessive free-standing height of the mast and the load placed on the platform. The dismantling of the MCWP and its mast was done improperly as the technician overloaded the platform. The technician should have unloaded the disassembled sections of the platform to the ground before untiring the ninth floor. It was also determined that the MCWP was erected using a non-standard configuration and the installer had not consulted with the manufacturer to obtain the new maximum permissible load.

## Recommendations:

- ✖ A job hazard analysis of each mast climber shall be prepared prior to erection.
- ✖ Ensure that all equipment is installed and used as per the manufacturer's recommendations. If any modifications to the configuration are made, confer with the manufacturer on new load capacities.
- ✖ Make sure that the loads recommended by the manufacturer are not exceeded.
- ✖ Assure that all staff working on the MCWP are fully aware of the hazards present by providing product specific safety training.
- ✖ Always choose safety over speed.

## WORKPLACE WORRIES



By Christine Ryan, Administrator, Labor Standards Section

**Question:** How long should an employer keep a youth employment certificate on file?

**Answer:** The certificate must be maintained by the employer for two years after employment ends or until age 20, as appropriate.

**Question:** What times are my high schoolers allowed to work?

**Answer:** The rule for 16- and 17-year-olds is no work between 11 p.m. and 5 a.m. when there is school the next day.

**Exception:** When the employer gets written permission from the youth's parents and school principal.



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# Bulletin Board

## Mine and Quarry Training

### New Miner Training

April 15–17, Spruce Pine  
May 6–8, Wake Forest  
May 13–15, Hickory

### Part 46 New Miner Training

April 23, Sanford  
April 25, Sanford  
May 7, Castle Hayne  
May 9, Castle Hayne  
May 28, Charlotte

### Annual Refresher Training

April 18, Spruce Pine  
April 24, Wake Forest  
May 16, Hickory  
May 22, Wake Forest

### First Aid/CPR Training

April 24, Sanford  
May 8, Castle Hayne  
May 29, Charlotte

To register for any of these classes,  
call the Mine and Quarry Bureau at 919-707-7932.

### Follow and Tag Us on Social Media



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## “National Safety Stand-Down to Prevent Falls” May 6–10

- **PLAN AHEAD**
- **PROVIDE FALL PROTECTION**
- **TRAIN WORKERS**

