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July-August 2016

NCDOL
N.C. Department of Labor
Cherie Berry, Commissioner

Labor LEDGER

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On-Farm Training

A Day in the Life of a Summer Intern

By Lea Efird, Summer Intern
Agricultural Safety and Health Bureau

The Agricultural Safety and Health Bureau conducted an on-farm training event at Leggett Farms in Nash County on Thursday, June 9. The all-day safety and health training was organized and sponsored by Good Agricultural Practices (GAP) Connections, which conducts a U.S. Tobacco Program for growers and workers. It strives for industry-wide cooperation between state, private and nonprofit entities to train growers and workers and encourage sustainable growing practices for tobacco.

The eight stations at the event were staffed by the N.C. Department of Labor, the U.S. Department of Labor's Wage and Hour Division, the Equal Employment Opportunity Commission, Greene County Heath Care, Telamon, and the N.C. Farmworker's Project. GAP hopes to be able to replicate this training in other tobacco-growing states, inspired by the on-farm trainings originally designed by the ASH Bureau.

Topics at the event included fair wages and hiring practices (USDOL), housing and field sanitation, farm machinery safety, CPR and first aid, and how to prevent heat stress and green tobacco sickness. NCDOL employees staffed three stations: CPR, farm machinery safety, and housing and field sanitation. The training, which took place in both morning and afternoon sessions, trained 360 workers and 40 growers in 20-minute segments for each station.

NCDOL Photo Library

Mine and Quarry Bureau Chief instructs farmworkers in hands-only CPR at the on-farm training in Nash County on June 9.

As the summer intern for ASH, I had never conducted one of these trainings before and was unsure of what to expect. I was nervous, since I had been assigned to translate for Mine and Quarry Bureau Chief William Gerringer at the CPR station and know only a little about CPR myself. I was terrified of not doing a good enough job and not being able to communicate the vital information he was talking about. However, this training turned out to be an extremely enjoyable experience.

Yes, we had to meet at a very early hour (5:30 a.m.) to arrive at the training site on time. Yes, it was a very long day, ending at 5 p.m. that afternoon. But yes, I was able to help train workers and growers. And more importantly, I got to see them enjoy themselves, particularly the workers. I got to see people who work long, hard, hot days laughing and filming their friends and co-workers as they practiced CPR on our plastic dummies. I got to clap out the proper 100 beats-per-minute CPR rhythm to songs by the Beegees, Shakira, Enrique Iglesias and J. Balvin.

Most importantly, I got to see why ASH does what it does, why its staff members go through the trouble of doing their jobs despite all the logistical, legal and cultural barriers. I was able to see dedicated people from NCDOL and other agencies come together because they truly care about the safety and health of workers. I got to see the growers who cared enough about their workers to bring them to this training and to pay them for the day's training. I got to know a few of the many of farmworkers who call North Carolina home, at least for part of the year.

And despite being tired and sore at the end of a long day, I am thankful for having the opportunity to have been at least a small part of it.

Nova Development

From Labor Commissioner Cherie Berry

This issue of the Labor Ledger includes three articles written by our summer interns. Our department has hosted summer interns for many years.

This year's interns have served in three areas. Lea Efird has worked with the Agricultural Safety and Health Bureau of our OSH Division. She is a rising senior at UNC-Chapel Hill. Rachel Nixon, a rising junior at UNC-Chapel Hill, has worked in the Commissioner's Office with the Governmental and Constituent Affairs Division. Chris Miller has worked in the Commissioner's Office with the Legal Affairs Division this summer. He will be a second-year student at the UNC-Chapel Hill School of Law in the fall.

Seeing these young people learn and grow assures me that our state's future is going to be bright. I thank them for the work they've done this summer and look forward to hearing about their future successes.

We wrapped up another successful safety awards season June 24 with the Mount Airy banquet. I want to thank all the co-sponsors of the banquets who help us recognize employers and employees across our state for achieving exemplary safety records.

Once again, we set many records for attendance and awards at the banquets. (See page 4.) While there is room in this newsletter for those companies with 20 or more consecutive years of receiving an award and those with 3 million hours or more without a lost-time accident, I congratulate all the recipients for keeping safety a priority.

Cherie Berry

NCDOL
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Cherie Berry
Commissioner of Labor

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Inside this edition:

Holly Springs Facility Earns Carolina Star **page 3**

Gate Precast's Oxford Facility Lands SHARP Award **page 3**

Daniels & Daniels Receives SHARP Certification **page 4**

Safety Awards Season Wrap Up **page 4**

Safety Award Highlights **page 5**

New Electronic Recordkeeping Rules **page 6**

Zip Line Regulation in NC **page 6**

2016 OSHA Standards Books Available **page 7**

Deadly Mistakes **page 8**

Workplace Worries **page 8**

Bulletin Board **page 9**

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**.*

Safety and Health Achievement Recognition Program (SHARP)

Lampe & Malphrus Lumber Co. Inc., *Smithfield*

Energy United Electric Membership Corp., *Statesville*

Carolina Star

Edgecombe Genco, LLC, *Battleboro*

OPW Retail Fueling, *Smithfield*

Rising Star

JPS Composite Materials, *Statesville*

Public Sector Star

City of Greensboro, Field Operations Department, *Greensboro (recertification)*

N.C. Department of Agriculture & Consumer Services, Border Belt Tobacco Research Station, *Whiteville (recertification)*

Catawba County Public Health, *Hickory (recertification)*

Holly Springs Facility Earns Carolina Star

By Carlene Harris, Carolina Star Program Consultant

Seqirus employees join NCDOL and Holly Springs officials in displaying the Carolina Star flag and certificate. From left to right, Shandalyn Matson, Seqirus; Tom Gehrin, Seqirus; Carlene Harris, NCDOL; Chad Salisbury, Seqirus; Commissioner Cherie Berry; Charles Simmons, Town of Holly Springs; Dan Moskey, Seqirus; Sean Rasmussen, Seqirus; Tom Jede, Seqirus; Dave Sehgal, Seqirus; and Jenny Mizelle, Town of Holly Springs.

The N.C. Department of Labor recently certified Seqirus as a participant in the Carolina Star Program. State Labor Commissioner Cherie Berry attended a ceremony at the company's facility in Holly Springs on June 8 to present company officials with the Carolina Star flag and a certificate.

"Being a Carolina Star shows the community that you are committed to a safe work environment," Commissioner Berry said. "A good safety record is something to be proud of, and I am happy to recognize all Seqirus employees for working hard to make safety a priority."

One of the highlights of the day for Commissioner Berry was a safety rap presented by Seqirus employee Randy Johnson. He generously allowed us to post a video of him performing the rap **here** on our Facebook page.

The Carolina Star is the most prestigious safety recognition given by the N.C. Department of Labor. Companies that qualify for the award have exemplary safety and health programs in the workplace. There are 152 Carolina Star sites across North Carolina.

Seqirus Inc. is a vaccine manufacturing site in southern Wake County that employs more than 700 for the research and manufacture of human influenza vaccines. The Holly Springs site is a counterpart of CSL, a global healthcare company based in Switzerland that provides solutions to address the evolving needs of patients worldwide. In July 2015, bioCSL and the influenza vaccines of Novartis joined forces to create to "Seqirus," which derives from the term "securing health for all of us." Seqirus is now the second largest influenza vaccine company in the world.

"We were honored to have Commissioner Cherie Berry from the N.C. Department of Labor at the Holly Springs site to officially present us with our Carolina Star certification, which we received in March of this year," said Dave Sehgal, Director of Quality, Seqirus, Holly Springs. "Out of the thousands of companies in North Carolina, there are only about 150 sites that have been honored with this recognition. Becoming a Carolina Star facility demonstrates to our employees and our community that we have successfully implemented a high quality safety and health program and are now a leader in the health and safety field. I want to congratulate and thank everyone in Holly Springs for their significant effort to make this possible."

The Holly Springs facility also celebrated two milestones this year in the department's Safety Awards Program: receiving a gold award for the ninth consecutive year as well as a million-hour award for achieving more than 7 million hours without a lost-time injury.

Gate Precast's Oxford Facility Lands SHARP Award

By Bob Madison,
Gate Precast, Manager, Safety/Human Resources

Labor Commissioner Cherie Berry helps employees of Gate Precast hold up the SHARP banner during a celebration at the company's Oxford facility.

During a June 2 ceremony, North Carolina Commissioner of Labor Cherie Berry presented Gate Precast's Oxford facility with both the distinguished Safety and Health Achievement Recognition Program (SHARP) Award and the 2 Million Employee Hours Safety Award.

Gate Precast was recertified as a SHARP company after a full-service visit and review by the N.C. Department of Labor, which found that the Oxford facility's injury and illness rates were below the national average for their industry. Additionally, Gate has an active safety committee dedicated to ensuring the workplace remains safe.

Designated for small- to mid-size businesses, the SHARP award honors those companies that have developed and maintained good safety programs for workers. These awards recognize the teamwork, dedication and focus on safety and health by all employees at the Oxford site.

continued on page 4

Gate Precast's Oxford Facility Lands SHARP Award

continued from page 3

"The dedication exhibited by our employees in achieving and maintaining SHARP status is an outstanding accomplishment," said Gate Vice President and Oxford Operations Manager Travis Fox. "Gate is the only SHARP certified business in Granville County."

The presentation of the 2 Million Employee Hours Safety Award was equally significant.

"I am very proud of our team in achieving 2 million employee hours worked with no lost-time injuries, which goes back to May 2009," said Plant Manager David Owen.

The Oxford facility services projects in North and South Carolina, Virginia, Maryland, Washington, D.C., and New York, and began operations in 1986 as a producer of architectural precast and prestressed hollow core slabs. Gate Precast acquired the facility in 1995, introducing state-of-the-art improvements. The facility employs 145 and is situated on 41 acres with 75,000 square feet of production area. Gate facilities in Winchester, Kentucky, and Ashland City, Tennessee, have also maintained SHARP status for over five years.

Daniels & Daniels Receives SHARP Construction Certification

By Jiles Manning, Industrial Hygiene Consultant
Consultative Services Bureau

The NCDOL's Consultative Services Bureau recognized Daniels & Daniels Construction Co. as a SHARP Construction Company on July 15 at the company's offices in Goldsboro.

"The SHARP Construction Program is one of the most prestigious safety and health recognition programs for the construction industry in North Carolina," said Kevin O'Barr, bureau chief for Consultative Services. "Daniels & Daniels joins an elite group of construction companies that have worked with NCDOL's Consultative Services Bureau to improve safety and health in the construction industry in North Carolina through their participation in this program."

Daniels & Daniels Construction officials proudly display the SHARP flag. From left to right, Jeremiah Daniels, VP of Operations; Shannon Longfellow, Superintendent; Mike Bryan, SSHO; John Schultheis, Project Manager; and Glen Plummer, Corporate Safety Director.

Daniels & Daniels Construction Co. has been providing construction management services in North Carolina since 1962. The company has been working diligently over the course of several years to develop a superior safety and health management system with a strong emphasis on helping sub-contractors elevate their own safety programs while working on Daniels & Daniels jobsites.

The SHARP Construction banner will fly over the site of new construction and renovation at Wallace Elementary School in Wallace. This will be one of only five currently active SHARP Construction projects in eastern North Carolina. The project will include the construction of a new gymnasium, a new two-story classroom building and an extension to the cafeteria. Renovation of existing buildings at the site will also be part of the project. The project is scheduled to last 15 months and will involve about 15 subcontractors.

Chuck Murdock and I will represent NCDOL's Consultative Services Bureau on this project. We will conduct frequent site visits and act as a safety and health resource for Daniels & Daniels throughout the project. This collaboration should lead to the establishment of a safe work environment for everyone involved.

Safety Awards Season Wraps Up

By Eursula Joyner, Safety Awards Coordinator

The N.C. Department of Labor concluded another successful safety awards season in June after presenting a record-setting 3,352 awards to workplaces for outstanding workplace safety and health achievements, including 119 Million Hour Awards earned by companies.

The program, which began in 1946, recognized the recipients at a series of 30 banquets across the state that more than 3,500 people attended.

Under program rules, recipients must be free of fatal accidents at the site. The gold award criteria are based on a DART rate—which includes days away from work, restriction or transfer—that is at least 50 percent below the industry rate. To receive a silver award, applicants must attain a days away from work incidence rate of at least 50 percent below the industry average. Million-hour awards are earned for 1 million employee hours worked, or multiples thereof, with no injuries or illnesses involving days away from work.

"We had another great safety awards season this year," Commissioner Berry said. "Many banquets saw record attendance, which shows how much these companies value workplace safety and health."

Participation in the program is voluntary. Interested companies may fill out the application request form at **www.nclabor.com/osha/etta/safety_programs/safety_awards_mailing.htm**. Applications will be sent in January.

Safety Award Highlights

20th Consecutive Year
American Offset Printing Ink Inc.
City of Sanford, Water Treatment Plant
County of Wilson, Department of Social Services
Duke Energy, Lincoln Combustion Turbine Station
Harrison Construction Co., Hayesville Quarry
Onslow County Government, Board of Elections
Onslow County Government, Cooperative Extension
Onslow County Government, Museum
Onslow County Government, Register of Deeds
Onslow County Government, Veteran Services

21st Consecutive Year
Debbie's Staffing

22nd Consecutive Year
City of Asheboro, Administrative
GE Aviation

23rd Consecutive Year
HSM Solutions, Regional Sales Office
Lee County, Library System
Southern Industrial Constructors Inc., GE Wilmington Site

24th Consecutive Year
Asheville Urological Associates Inc.
FMC, Lithium Division, Technology Department
New Hanover County, Information Technology

25th Consecutive Year
Curtiss-Wright Sensors & Controls, Actuation Systems Division
Global Nuclear Fuels—Americas, Fuel Component Operation (FCO)

26th Consecutive Year
Del-Mark Inc.
Safety and Health Council of North Carolina, Five Lakepointe Plaza
Vulcan Construction Materials LP, Mideast Division, Smith Grove Quarry

27th Consecutive Year
Clariant Corp., Monroe Road Charlotte Facility

28th Consecutive Year
APAC-Atlantic Inc., Candor Sand Plant
Fayetteville Public Works Commission
High Valley Construction and Maintenance Corp.
New Hanover County, Human Resources Department
Town of Valdese, Administrative Department

29th Consecutive Year
Glen Raven Inc., Executive Offices

30th Consecutive Year
Liggett Group, Administrative Office
Syngenta Crop Protection LLC, Greensboro Facility
Town of Garner, Planning Department

31st Consecutive Year
New Hanover County, Finance Department

34th Consecutive Year
R.J. Reynolds Tobacco Co., Research and Development

36th Consecutive Year
Liggett Group, Electric Shop

37th Consecutive Year
National Gypsum Co., Corporate Offices

40th Consecutive Year
ATI Specialty Materials, Monroe Operations

41st Consecutive Year
Louisiana Pacific, Roaring River

43rd Consecutive Year
APGI, Yadkin

44th Consecutive Year
Ecno Oil Inc.

45th Consecutive Year
DAK Americas, Cape Fear Support Employees

47th Consecutive Year
Heritage Home Group, Lenoir Logistics Center

3 Million Hours
ABB Inc., Pinetops Facility
BASF, Charlotte Technical Center
Blythe Development Co.
Charlotte Pipe & Foundry Co., Plastics Division
International Textile Group, Burlington Finishing Plant
Kellogg's, Cary Bakery
Pentair, Water Pool and Spa
Perdue Farms LLC, Rockingham
Smithfield Foods, Clinton
TE Connectivity, Winston-Salem

4 Million Hours
FlowServe
Pharr Yarns LLC, Corporate Administration

5 Million Hours
Fayetteville Public Works Commission

6 Million Hours
Seqirus, Holly Springs Site
Unifi Manufacturing Inc., Plant 3

7 Million Hours
American & Efird, Inc., Gastonia Plant #01
Keihin Carolina System Technology Inc.
Seqirus, Holly Springs Site

8 Million Hours
Syngenta Crop Protection LLC

9 Million Hours
ITG—Burlington Worldwide, Raeford Plant

10 Million Hours
Coty U.S. LLC
Glen Raven Inc., Executive Office

11 Million Hours
Kidde Aerospace & Defense
Syngenta Crop Protection LLC

12 Million Hours
GE Hitachi Nuclear Energy, Engineering and Support Services
Kidde Aerospace & Defense
Perdue Farms Inc., Lewiston Processing Facility

13 Million Hours
Corning Optical Communications, Corporate Headquarters

Congratulations to all our safety and million hour award recipients!

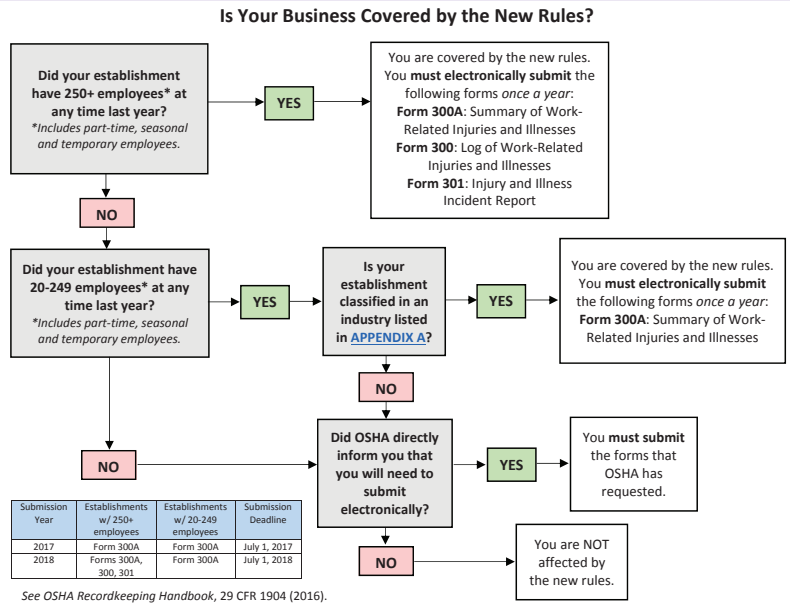
New Electronic Recordkeeping Rules for Injuries and Illnesses

By Chris Miller, Summer Intern, Legal Affairs Division

In a continued effort to help prevent work-related injuries and illnesses, the Occupational Safety and Health Administration has revised its requirements for recording and submitting records of workplace injuries and illnesses. The two important revisions to the existing policy include (1) a new requirement for employers in certain industries to electronically submit to OSHA injury and illness data, and (2) provisions that encourage workers to report work-related injuries or illnesses and prohibit employers from retaliating against workers for making those reports. For more information, please visit **www.osha.gov/Publications/OSHA3862.pdf**.

1. Electronic Submissions to OSHA

Please see the chart to determine if your business is subject to the new rules, what documents your business must electronically submit, and when you must submit the documents. Most employers are already required to keep this information under existing OSHA regulations. OSHA hopes to better inform employers, the public and the government about workplace hazards by eventually posting the recorded information on its public website (**www.osha.gov**). This final rule will become effective Jan. 1, 2017.



Submission Year	Establishments w/ 250+ employees	Establishments w/ 20-249 employees	Submission Deadline
2017	Form 300A	Form 300A	July 1, 2017
2018	Forms 300A, 300, 301	Form 300A	July 1, 2018

Note: The electronic submission requirements do not change an employer's obligation to complete and retain injury and illness records.

2. Employees' Right to Report Work-Related Injuries

New rule provisions also aim to promote complete and accurate reporting of work-related injuries and illnesses. These rules clarify the existing requirement that an employer's procedure for reporting work-related injuries must be reasonable and cannot deter or discourage employees from reporting. More specifically, employers are now required to actively inform their employees of their right to report work-related injuries and illnesses **free from retaliation by the employer**. The final rule will become effective on Aug. 10, 2016.

This obligation can be met by posting the N.C. Labor Law posters. Updates are reflected on the N.C. Labor Law Posters. Please visit our website at **www.nclabor.com/posters/posters.htm** to order free sets of the posters or to download a patch that updates the changes made. Businesses will not be fined if they have the old posters displayed.

Zip Line Regulation in NC

By Rachel Nixon, Summer Intern,
Governmental and Constituent Affairs Division

During the 2016 short legislative session, Rep. Ted Davis introduced House Bill 1043—the Zip Line and Challenge Course Safety Act/Sanders' Law. Following a tragic zip line accident at a summer camp in 2015, Rep. Davis, who is a relative of the victim, inserted language into S.L. 2015-152 that the N.C. Department of Labor conduct a study on the plausibility of government regulation of zip lines. The bill directed the department to study the number of zip lines in the state, current ordinances and insurance policies regarding zip lines, zip line accidents and how to best avoid these accidents, and the reasoning behind the current exclusion of zip lines from classification as "amusement devices" and therefore from Department of Labor inspections.

A zip line platform constructed in a pine tree.

To gather information on these issues, N.C. Department of Labor staff members communicated with stakeholder groups and individuals including owners, operators, designers and installers of this equipment, as well as youth camp officials, insurance companies, professional associations and state agencies. Staff members also conducted site visits to different types of facilities including a youth camp, commercial operation and facilities operated by the public sector.

The study found that there are over 100 zip line operations in the state, and that most known accidents are caused by human error rather than equipment malfunction. While the zip line industry is not regulated by North Carolina or federal law, the department found that the industry is largely self-regulating. The N.C. Board of Examiners for Engineers and Surveyors currently requires that design work for elevated recreational facilities (including zip line and challenge course) be done by a professional engineer. However, it seems that many owners and operators are unaware of this requirement.

continued on page 7

Zip Line Regulation in NC

continued from page 6

Additionally, insurance companies require proof of annual inspections. Most states that require government regulation of these devices require only a "paperwork inspection" (proof of inspection and insurance) before issuing an annual permit. The department also found that there are a number of standards and training guidelines put forth by several national industry groups like the Association for Challenge Course Technology (ACCT), the Professional Ropes Course Association (PRCA), the American Society for Testing and Materials (ASTM), and the European Ropes Course Association (ERCA). However, while many industry owners and operators adhere to one or more of these standards, no federal or state law exists that requires compliance with any or all. The department noted in its report that the original decision to exclude zip lines from classification as amusement devices is supported by the study's conclusions, specifically that zip lines are largely self-regulating and that participation is more akin to a sport than an amusement and thus assumes some inherent risk.

The N.C. Department of Labor report was submitted to the General Assembly on Feb. 1 and set forth a number of potential strategies for addressing the safe operation of zip lines. The department worked with Rep. Davis during the 2016 short session to draft a bill regulating zip lines and challenge courses as he requested. These efforts resulted in House Bill 1043— Zip Line and Challenge Course Safety Act/Sanders' Law. The bill grants the N.C. Department of Labor with the powers to enforce provisions relating to the design, construction, installation, inspection, certification, operation, use, maintenance, and investigation of accidents involving zip lines and similar devices. It mandates that plans for these devices must be approved by a professional engineer, owners must apply annually to the N.C. Department of Labor for a certificate of operation, and devices must be inspected daily by the owner and at least once a year by a third-party inspector approved by the department. The bill also cites various standards for devices and operation training programs to meet.

On June 8 of this year, the bill was heard in the House Judiciary III Committee, of which Rep. Davis is a chairman. During the committee meeting, members raised a number of questions, mostly relating to the cause of the fatality, the training provisions in the bill, the definition of challenge courses, and what entities this bill would apply to. Representatives from the Youth Camp Association (YCA) and Aerial Adventure Association (AAA) expressed appreciation for the intent of the bill to keep riders safe, but also voiced several concerns that they wish to be addressed. The YCA's concerns were related to the timing, language, costs and penalties in the bill, while the AAA's concerns focused on the need for regulation at all and which professionals would be required for the inspections and when. The meeting adjourned with no vote on the bill. The House Judiciary III committee met again a week later on June 15 and passed a new version of the bill out of committee, but no further action was taken for the duration of the session. The department expects that Rep. Davis will continue to work on this legislation during the interim and that a new bill will be filed when the long session convenes.

2016 OSHA Standards Books Available

By Neal O'Briant, Public Information Officer

NCDOL Photo Library

The Education, Training and Technical Assistance Bureau has received the new standards books for general industry and construction. The new books include all standards adopted through January 2016. Our website includes a page that lists recently adopted standards **here**. Call 919-807-2875 to order. The price remains $37 for the general industry standards and $32 for the construction ones.

The books include the state-specific standards adopted in the N.C. Administrative Code in addition to the federal OSHA standards. Construction books include the Occupational Safety and Health Act of North Carolina, and general industry books include the occupational safety and health standards for agriculture.

"The books contain several great features again this year," said Hollis Yelverton, ETTA Standards Section supervisor. "The color-coded RegLogic system is used in the state-specific section as well as the federal section. The color coding makes the standards easier to read. The construction industry standards book also contains an insert that lists all the general industry standards that are referenced in the construction standards."

The books include free online access to the standards called Regs2Go™. When you buy either the 1910 or 1926 book, you will receive a serial number on the page after the state-specific standards so you can register online. Just set up a free account with your name and email address, enter the serial number, and start reading!

What are the Benefits of Regs2Go?

- Access the regulations online via your computer, tablet or cell phone.
- Works on Windows, Android and Apple products.
- Search function allows you to jump to the topic at hand.
- Highlights letters of interpretation and recent changes.

DEADLY Mistakes

By Kevin O'Barr, Bureau Chief
Consultative Services Bureau

Fatal Event: On Oct. 14, 2013, in Charlotte, an employee of a framing contractor was allowed to operate a boom lift in an area where a live, ungrounded and ineffectively guarded 7,200 volt power line was close enough for the operator to come in direct contact with the line. The contact between the boom lift and the energized power line resulted in the employee's death.

Investigative Findings: While the employee was inspecting the seams of roof sheathing on a two-story building, the boom in which he was working contacted an energized line, sending fatal current through the metal boom lift and causing his death. The line that the employee contacted was not properly guarded or grounded by either insulation or other means as required by the OSHA standard. Before work begins, employers are required to ascertain by observations or instrument measurements whether any part of an energized electric power circuit is located so that performance of the scheduled work may bring an employee in contact with the circuit. When power lines cannot be de-energized, they must be effectively guarded by insulation or other means. In this case, the lines were not marked or labeled in any way.

Discussion: Electrocution remains one of the leading causes of work-related fatalities throughout North Carolina. During 2015, three of the 12 construction deaths investigated by NCDOL were due to electric shock. Only falls caused more work-related construction fatalities. Many job types encounter electrical current—not just electricians and not just in the construction industry. When general industry and construction industries are combined, almost 10 percent of work-related fatalities during 2015 were from electrical shock.

Electricity surrounds us in all of our daily activities. Be vigilant when working around cables, overhead lines, circuit assemblies and other power cables. Lines running into buildings typically have 7,200 volts and will be deadly on contact. Electricity is invisible and has no odor, so it remains easy to be in close proximity to the hazard and be unaware of the danger. Refresh your hazard recognition skills for power lines and follow the recommendations below to avoid another tragedy.

Recommendations:

- De-energize power lines when possible.
- Ensure proper insulation guarding when unable to deenergize.
- Post and maintain proper warning signs.
- Advise employees of the location of overhead lines or other energized circuits.
- Train employees on the hazards involved and protective measures to follow.
- Ensure proper training and procedures are followed by anyone who must work near energized lines.

By Christine Ryan, Administrator
Wage and Hour Bureau

Q: *I am planning on hiring some teenagers to help in my business. How do I get a work permit for them?*

A: Employers who hire anyone under 18 must keep a youth employment certificate on file at the business. The easiest way to obtain a youth employment certificate is to have the youth applicant go to the N.C. Department of Labor online youth employment portal, **www.nclabor.com/wh/youth_instructions.htm**, and follow the step-by-step directions for the permit. The youth then should print the certificate, have a parent sign it, and present it to the employer along with appropriate identification to prove the age of the youth. Prior to asking the youth to complete the certificate, the employer should explain to the youth applicant whether or not the work location has an "on premises" ABC (alcohol) permit. The specific rules for youth working at establishments that serve alcohol (for example, a sit-down restaurant serving wine) are different than at establishments that do not serve alcohol (for example, a fast food restaurant). Employers are responsible for knowing the rules regarding their ABC permit. Failure to follow the rules regarding the ABC permit and youth employment may result in the revocation of both the ABC permit and the youth employment certificate.

Youths under 18 may not be employed in any industry that has been determined to be hazardous or detrimental to safety. The job duties performed by the youth should be explained to the applicant before he or she attempts to complete the youth employment certificate. For example, while a 17-year-old may work in a sandwich shop assembling subs, he or she may not operate the meat slicer. In addition, there are time of day and shift limitations for the employment of youth between the ages of 14 and 15. Children under 14 may only be employed as newspaper distributors, by the youth's parent, or in modeling or acting in movie, television, radio or theater production. However, even if a youth is employed in a business owned by his or her parent, the parent is still responsible for obtaining a youth employment certificate and the youth may not perform work that is hazardous or detrimental.

Employers who have questions about youth employment rules are welcome to contact the N.C. Department of Labor's call center at 1-800-625-2267 to discuss the situation with one of our information specialists.

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Bulletin Board

Mine and Quarry Training

New Miner Training

Aug. 15-17, Wake Forest
Sept. 19-21, Wake Forest
Oct. 17-19, Wake Forest

Annual Refresher Training

Aug. 18, Wake Forest
Sept. 22, Wake Forest
Oct. 20, Wake Forest

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

Complying With OSHA Construction Industry Standards—Beginners Level

Nov. 2-3, 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.

Western North Carolina Safety and Health Conference

Oct. 31-Nov. 2, Asheville

http://wncsafetyschool.com/

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

10-Hour Construction Industry Awareness Course in Spanish

Aug. 30-31, Raleigh

*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.

Long Term Care Workshop

Sept. 27, Charlotte

*Click **here** for more information.*

This course provides an overview of safety and health hazards associated with the long term care industry. Nursing home administrators are eligible for 7.0 CEU credits.

Carolina Star Safety Conference

Sept. 14-16, Greensboro

*Click **here** for more information.*

The Carolina Star Safety Conference is a cooperative effort between the N.C. Department of Labor and representatives from companies involved in the Carolina Star, Rising Star, Building Star or Public Sector Star programs. The conference is designed to assist companies create, build and grow successful safety programs. Each year representatives from across the state of North Carolina provide training, skits, informative sessions and many other great opportunities for EVERYONE to learn. No need to be in the Star Program to attend!

OSH Webinar Courses

Visit the OSH Training Schedule Calendar **here** to view upcoming Internet training and other safety courses. Upcoming webinar topics include fall protection and heat stress. Check the calendar for new courses being added soon.