



NCDOL

N.C. Department of Labor

Cherie Berry, Commissioner

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Learn the Signs of Heat-Related Illnesses

By Dolores Quesenberry
Communications Director

The Labor Department urges those who work outside or in hot environments during the summer months to learn the signs of heat-related illnesses.

“North Carolina’s humid conditions coupled with the extreme heat make for a dangerous combination,” Labor Commissioner Cherie Berry said. “The department continues a heat awareness campaign to bring attention to this workplace hazard. Workers who understand the signs and symptoms of heat stress could help prevent serious injury to themselves or to a co-worker.”

North Carolina’s summers are notoriously hot and humid, which can be a deadly combination. The heat index measures how hot it feels when relative humidity is factored in with the actual air temperature. For instance, if the air temperature is 96°F and the relative humidity is 65 percent, the heat index—how hot it feels—is 121°F. Since heat index values were devised for shady, light wind conditions, exposure to full sunshine can increase heat index values by up to 15°F.

Federal OSHA has developed a smart phone app that helps workers and supervisors to calculate the heat index for their worksite, and, based on the heat index, displays a risk level to outdoor workers. Then, with a simple “click,” you can get reminders about the protective measures that should be taken at that risk level to protect workers from heat-related illness—reminders about drinking enough fluids, scheduling rest breaks, planning for and knowing what to do in an emergency, adjusting work operations, gradually building up the workload for new workers, training on heat illness signs and symptoms, and monitoring each other for signs and symptoms of heat-related illness. The OSHA Heat Safety Tool is available for both Android and iPhone from links at www.osha.gov/SLTC/heatillness/heat_index/heat_app.html.

NCDOL’s Occupational Safety and Health Division has developed materials to help employers and employees recognize and prevent heat-induced illnesses before the condition escalates to the more severe heat stroke. Many of the publications on heat stress are available on the NCDOL website at www.nclabor.com/osha/etta/A_to_Z_Topics/heat_stress.htm.

The Agricultural Safety and Health Bureau within the OSH Division has led the department’s efforts to educate employers and workers about the deadly effects of heat-related illnesses. Farmworkers are among the first who come to mind when there is talk about the dangers of hot summer work, but construction workers and manufacturing workers are also at risk. In fact, the only workplace death due to heat stress investigated by the OSH Division in 2014 was that of a construction worker who worked for a roofing contractor.

“Workers who are out in the heat and sun face the constant danger of heat stress during our summer months,” said Regina Cullen, bureau chief of the ASH Bureau. “Knowing the duress signs can save a worker’s life.”

Heat Index Response Plan

Relative Humidity (%)	Temperature (F°)												
	80	82	84	86	88	90	92	94	96	98	100	102	104
40	80	81	83	85	88	91	94	97	101	105	109	114	119
45	80	82	84	87	89	93	96	100	104	109	114	119	124
50	81	83	85	88	91	95	99	103	108	113	118	124	131
55	81	84	86	89	93	97	101	106	112	117	124	130	137
60	82	84	88	91	95	100	105	110	116	123	129	137	
65	82	85	89	93	98	103	108	114	121	128	136		
70	83	86	90	95	100	105	112	119	126	134			
75	84	88	92	97	103	109	116	124	132				
80	84	89	94	100	106	113	121	129					
85	85	90	96	102	110	117	126	135					
90	86	91	98	105	113	122	131						
95	86	93	100	108	117	127							
100	87	95	103	112	121	132							

Exposure to full sunshine can increase the heat index values by up to 15°F.

Recommendations to Control/Prevent Heat Illness

- CAUTION:** The employer should establish, implement and maintain procedures to prevent heat illness. Water must be provided, be accessible and sufficient. Rest periods should be provided.
- EXTREME CAUTION:** Encourage workers to drink 1 cup of water every 20 minutes under such conditions. Rest periods, not less than 15 minutes every hour, should be given. Rest areas should be shaded outdoors and cooled indoors.
- DANGER:** Work should be scheduled before 10 a.m. and/or after 4 p.m.
- EXTREME DANGER:** Stop work.

Adapted by Jeff Wilson, NCDOL, from a chart from the National Weather Service, National Oceanic and Atmospheric Administration.



From Labor Commissioner Cherie Berry

“It’s not the heat, it’s the humidity” is a well-known saying, especially among folks who have experienced summertime in our state. North Carolina’s humid conditions coupled with the extreme heat make for a dangerous combination.

Farmworkers are among the first who come to mind when there is talk about the dangers of hot summer work, but construction workers and manufacturing workers are also at risk. We want to educate employers and workers about the deadly effects of heat-related illnesses.

Please learn about the symptoms of heat stress. If you are familiar with the symptoms, you will know how to respond quickly and may save a life. Heat stress is preventable if you know what to look for.

As we wrap up another school year, many of you are celebrating high school and college graduations with family and friends. Graduation is a special milestone, and I wish each of these graduates much success as they begin their new chapter in life.

Dr. Seuss’ book Oh, The Places You’ll Go! is a great book to share with graduates. It reminds them to never stop believing in themselves on their journey through life. The book mentions facing obstacles along the way, but if they believe in themselves and make good decisions, they can overcome them.

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.



Rising Star

Kellogg’s Co., Cary

Bridgestone Americas Tire Operations LLC, Wilson



Carolina Star

Energizer Battery Manufacturing, Asheboro, Plant #1

Eaton Corp., Kings Mountain, Vehicle Group
Transmission Division

Clean Harbors Environmental Services LLC, Reidsville

GE Industrial Solutions, Mebane, Mebane Operations

Sandoz Inc., Wilson



Public Sector Star

N.C. Department of Environmental and Natural Resource,
Division of Waste Management/Raleigh Office Central



Have a Safe Summer!

Learn the Signs of Heat-Related Illnesses

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Heat-Related Illnesses

Heat cramps are usually the result of hard physical labor in a hot environment, often resulting from an imbalance of electrolytes in the body. Heat exhaustion is a result of the combination of excessive heat and dehydration. Untreated, heat exhaustion can lead to heat stroke.

Heat stroke is the most serious disorder associated with heat stress and can be deadly if not treated properly. The following information will help you identify heat-related illnesses:

Symptoms of Heat Exhaustion

- ☀ Headaches, dizziness, light headedness or fainting.
- ☀ Weakness and moist skin.
- ☀ Mood changes, irritability, confusion.
- ☀ Upset stomach, vomiting.

Symptoms of Heat Stroke

- ☀ Dry, hot skin with no sweating.
- ☀ Mental confusion or losing consciousness.
- ☀ Seizures or convulsions.

Desirable Work Practices for Those Working Outdoors

- ☀ Availability of cool drinking water.
- ☀ Heaviest and most exhausting work scheduled for the coolest part of the day.
- ☀ Frequent short breaks. ☀ Pacing tasks.

Prevention Is Our Intention

- ☀ Know the signs and symptoms of heat-related illnesses; monitor yourself and co-workers.
- ☀ Avoid alcohol, caffeinated drinks and heavy meals.
- ☀ Wear lightweight, light-colored and loose-fitting clothing.
- ☀ Drink lots of water, about 1 cup every 15 minutes, even if you're not thirsty.
- ☀ Rest regularly in cool, shaded or air conditioned areas.

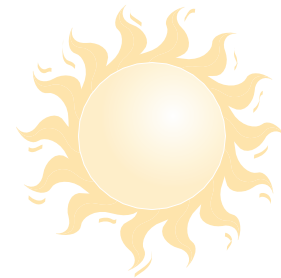
What to Do for Heat-Related Illness

- ☀ Call 911 (or local emergency number) immediately.

While Waiting for Help to Arrive

- ☀ Move person to a cool, shaded area.
- ☀ Loosen or remove heavy clothing.
- ☀ Provide cool drinking water (only if victim is conscious).
- ☀ Fan and mist the person with cool water; cool the victim's head with a wet compress.

HEAT STRESS



Safety Hits the Spotlight at Raleigh Banquet

*By Sean McCabe, Summer Intern
Office of Governmental and Constituent Affairs*

The annual Raleigh Safety Awards Banquet, co-hosted by the N.C. Department of Labor and the Safety and Health Council of North Carolina, took place on Friday, May 29. The event, held at the Marriott Crabtree Valley Hotel, was the 19th of 30 safety awards banquets hosted this year to recognize private and public employers throughout the state that achieve and maintain good safety records.

Labor Commissioner Cherie Berry presented 212 annual safety awards and 12 million-hour awards at the Raleigh banquet this year. Commissioner Berry has attended the Raleigh banquet, one of the largest of the year, every year since its return to the capital city in 2006.

"Thank you from the bottom of my heart for what you do," Commissioner Berry told employees of companies attending. While applauding companies for their great achievements, Commissioner Berry is still trying to improve safety in the future.



Labor Commissioner Cherie Berry congratulates employees of Syngenta Crop Protection for achieving 7 million hours without a lost-time workplace accident.

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Safety Hits the Spotlight at Raleigh Banquet

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“The most important time for health and safety is now. So think about the next minute instead of the past or future,” Commissioner Berry said.

One of the most impressive recognitions went to the Town of Garner Planning Department, which received a gold award for the 29th consecutive year. Also, Syngenta Crop Protection Inc. received an award for 7 million hours. Employers receive million-hour awards by recording 1 million employee hours, or multiples thereof, without any cases of days away from work due to injury. Syngenta Crop Protection received the award for hours worked between Jan. 1, 2005, and Dec. 31, 2014.

Buddy Bowman, health safety and environmental manager for Syngenta Crop Protection, was interviewed at the banquet by Nicole Gye’Name, the host of *Lunch and Labor with Cherie Berry*, during the remote broadcast of the monthly show on WSHA 88.9 FM.

“Recognition for good performance is integral to success in safety,” Bowman said. “We like to celebrate the people rather than the accomplishment first, which is an essential part to maintaining a safety and health culture.”

Stephen Cranfill, general manager of Delivery Operations for Duke Energy in Durham, was excited to receive several awards on behalf of the company, including a sixth consecutive year gold award to Distribution Operations and eighth consecutive year gold award for Delivery Operations C&M. He also commended the N.C. Department of Labor and Safety and Health Council for hosting the banquet.

“It is great for the department and for the Commissioner to take time out of her busy schedule to recognize companies,” Cranfill said. “It is important to participate in order to take pride in accomplishing the feat.”

Ronny Vaughn, the safety and environmental manager at Gregory Poole Equipment Co., remarked that safety is one of the most important responsibilities for companies. The company received six different gold awards for divisions in four locations across the state.

“The safety culture has to change for companies to be successful,” Vaughn said. “To make this happen, everyone’s job is about safety, not just management.”

Commissioner Berry concluded her speech by stating that she hopes that employees create a legacy of safety so that they can say to people they helped build or manufacture something great, and no one was injured. “That would be a great lasting legacy,” Commissioner Berry said.

Berkshire Earns SHARP Status

*By Terry Conrad
Safety Consultant*

The N.C. Department of Labor recently certified Berkshire Corporation 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 company officials with the SHARP flag and certificate at a ceremony at its Whitsett facility on Thursday, April 2.

“Safety is not just one person. 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 Berkshire for having demonstrated 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. There are 152 general industry sites in the program throughout North Carolina.

“Health and safety have always been part of the foundation of Berkshire Corporation; in all departments each member of our team is dedicated to maintaining that foundation,” said Valerie Lorette, chief operating officer/executive vice president.

Berkshire Corporation is a global innovator of contamination control products and cleanroom supplies for critical and controlled environments. The company’s 64,000-square-foot manufacturing facility in Whitsett opened in 2001. This facility features an ISO Class 4 cleanroom laundry for clean laundering and packaging of a wide range of high-performance contamination control products.

“Berkshire has completed over 2,300 consecutive days without a lost time accident through the efforts of our Safety Team, the support of management, and the dedication to safety of all our team members,” said Sandi Parry, HR generalist. “We watch out for each other.”



Photo Courtesy of Berkshire Corporation

Berkshire employees gather with Labor Commissioner Cherie Berry to display the SHARP banner in front of the company's Whitsett facility.

DEADLY Mistakes

By Steve Sykes
State Plan Coordinator

Fatal Event: On Sept. 9, 2014, a 20-year-old

garbage collection helper was killed as a result of being struck by a private vehicle on the public highway.

Investigative Findings: The victim had been assigned to work as a garbage collection helper with a large waste and recycling company by a staffing agency. The helper was starting his second day on the job when he was struck by a vehicle while attempting to cross the highway.

The victim was assigned to a garbage collection truck along with the driver of the truck. On the day of the accident, garbage collection required that the helper cross from one side of the road to the other as the garbage truck made its way down the highway. Company procedures stated that garbage was to be collected on the right-hand side of the road whenever possible. A hazard assessment was required to be completed for residential routes with left-side service.

The fatality investigation determined that the helper had been trained by both the garbage collection company and the temporary worker staffing agency. This included information related to the hazards associated with garbage collection including working near the highway, use of PPE, and dangers associated with working on and around the garbage truck. The truck driver indicated that the helper did not seem to have any trouble performing garbage collection duties and working safely on the highway. The helper was wearing a reflective vest at the time of the accident.

Discussion: Historically garbage collection has been recognized as one of the most dangerous jobs in the country as confirmed by injury and illness statistics. In North Carolina, there were two fatalities associated with garbage collection in 2014. One was a private sector employer, and the other was in the public sector.

Both deaths resulted from the garbage collector being stuck by a passing vehicle. In the last 10 years in the state, three other fatalities have occurred relating to garbage collection. Two of these involved contact with the garbage truck. This activity contributes to the state's overall struck-by fatality numbers, which have been the leading cause of death in the state for the last five years.

There has been some good news in the garbage collection industry from a safety and health perspective. Some communities have seen a reduction in the number of injuries and fatalities with the acquisition of new equipment. Many new garbage trucks have a mechanical arm that picks up and empties the garbage can and does not require the worker to get out of the truck and risk exposure to struck-by hazards

Recommendations:

- ❗ Special consideration should be given to young employees especially involving training and supervision. Young workers do not have the work experience or life experience that would be expected of someone older.
- ❗ Employees should be provided specific training relating to hazards that they may encounter at work. Temporary workers should be provided the same level of training as any other employee.
- ❗ An employee's work activity should be monitored to ensure that safe work practices are being observed. This is especially true for those new to a job and young employees.
- ❗ Consideration should be given to acquiring garbage collection equipment that reduces employee exposure to any workplace hazards.
- ❗ Drivers should be cautious when operating a vehicle where employees are working on or near a public highway.



Q: *Do the hours that I'm paid while I'm out on a holiday have to be counted when my employer figures overtime pay?*

A: No. It does not matter if you worked or did not work on the holiday. If you did not work more than 40 hours during that workweek, then you are not due any overtime pay for that workweek. Only hours actually worked are counted when figuring overtime pay. Therefore, an employee could work 40 hours one week and also get an additional eight hours in holiday pay that week and be paid 48 hours straight-time pay with no time and one-half overtime pay being due for that workweek. (This is the same answer for vacation pay, sick pay and other wage benefits where the employee does not actually work to be paid.)

Q: *What are the legal holidays that my employer has to observe?*

A: None. There is no such thing as required legal holidays that employers have to observe. It is entirely up to your employer to give holiday time off with or without pay, or not to give any time off for holidays at all. However, once your employer does promise to give holiday pay, your employer must put its holiday policy in writing and make it available to its employees as it should with all wage benefit promises. Also, it is entirely up to your employer to decide which holidays it wants to observe if any at all.



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Bulletin Board

Mine and Quarry Training

Part 46 New Miner Training

June 9, Cameron
July 6-8, Wake Forest
Aug. 4, Greensboro
Aug. 24-26, Wake Forest

Part 46 Annual Refresher Training

June 11, Cameron
July 9, Wake Forest
Aug. 6, Greensboro
Aug. 27, Wake Forest

Part 48 New Miner Training

Aug. 3-5, Wake Forest

Part 48 Annual Refresher Training

Aug. 6, Wake Forest

First Aid Training

June 10, Cameron
Aug. 5, 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

June 10-11, Castle Hayne

Click [here](#) for more information.

August 4-5, Winston-Salem

Click [here](#) for more information.

Sept. 1-2, Greenville

Click [here](#) for more information.

This course provides a basic overview of the construction industry safety and health standards, 29 CFR 1926. The "Top Four" hazards (falls, electrical, struck by and caught in/between) will be included as part of the two-day training session.

Top Four Hazards in Construction in Spanish

July 22, Raleigh

This course provides an overview of the "Top Four" construction industry hazards (falls, electrical, struck by and caught in/between).

10-Hour Construction Industry Awareness Course

Aug. 26-27, Jacksonville

Click [here](#) for more information.

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 provides a basic overview of the construction industry safety and health standards, 29 CFR 1926.

Wilmington Safety School

July 30-31

Wilmington Coastline Convention Center

The theme is "**Be a Safety Hero**"

www.wilmingtonsafetyschool.com

10-Hour General Industry Awareness Course

Sept. 23-24, Jacksonville

Click [here](#) for more information.

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 provides a basic overview of the general industry safety and health standards, 29 CFR 1910.

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