

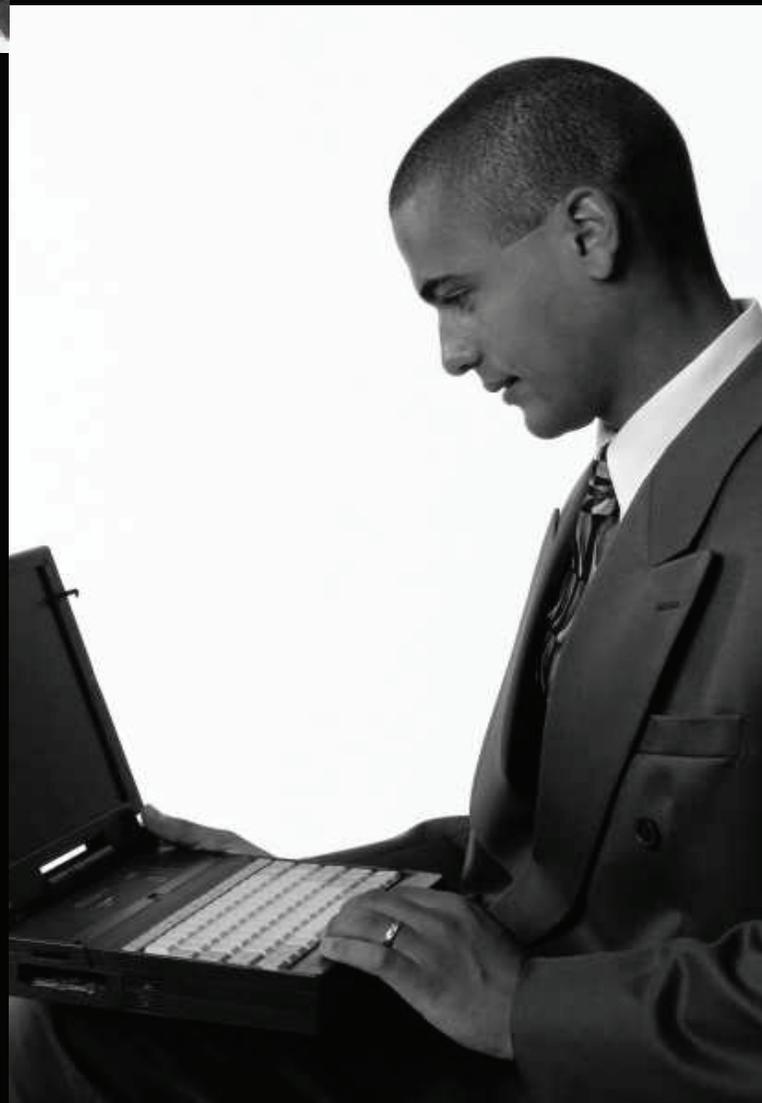


**ARKANSAS  
DEPARTMENT  
OF LABOR**

**2007  
Annual Report**

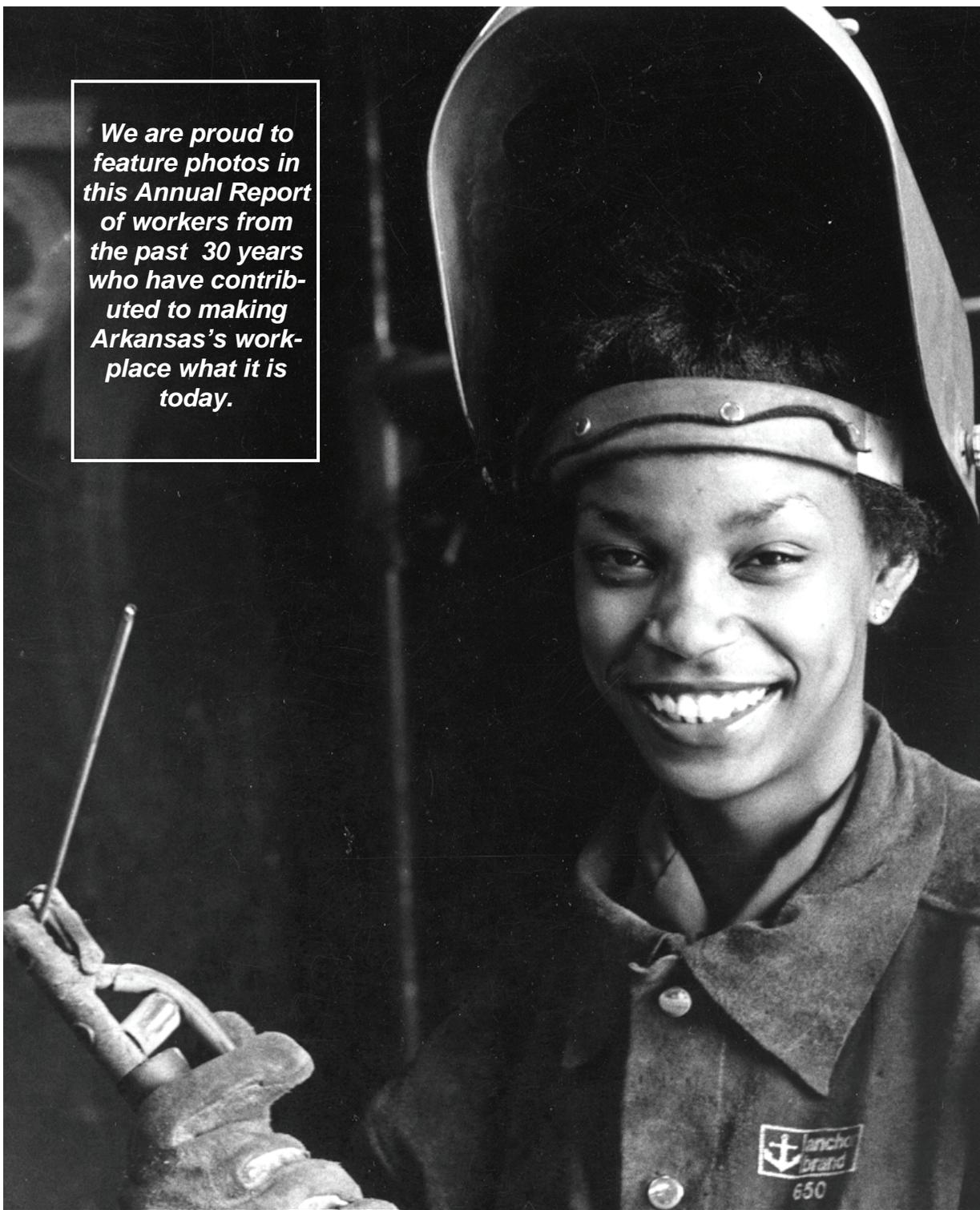
***Serving  
Arkansas Workers —***

***1926 — 2007***





*We are proud to feature photos in this Annual Report of workers from the past 30 years who have contributed to making Arkansas's workplace what it is today.*



**Arkansas**  
**Department of Labor**  
*2007 Annual Report*



**MIKE BEEBE**  
*Governor*  
*State of Arkansas*



**JAMES L. SALKELD**  
*Director*  
*Department of Labor*



*This photo was taken in 1991 when Governor Bill Clinton originally appointed Mr. Salkeld Director of the Arkansas Department of Labor.*

Mike Beebe  
Governor



STATE OF ARKANSAS

**ARKANSAS DEPARTMENT OF LABOR**

10421 WEST MARKHAM • LITTLE ROCK, ARKANSAS 72205-2190  
(501) 682-4500 • FAX: (501) 682-4535 • TDD: (800) 285-1131

James L. Salkeld  
Director

The Honorable Mike Beebe  
Governor, State of Arkansas  
State Capitol Building  
Little Rock, Arkansas 72201

Dear Governor Beebe:

It is my pleasure to present the Arkansas Department of Labor's Annual Report highlighting the activities of the agency for the fiscal year ending June 30, 2007.

First, I want to acknowledge my sincere gratitude for your confidence in reappointing me Director of Labor. One of the greatest pleasures of this job is to travel the state and personally commend the employers and employees who are reaching unprecedented levels of workplace safety. Each year the Department of Labor recognizes a growing number of Arkansas companies through our Safety Award Program, and we take pride in knowing part of that success is because more and more companies are taking advantage of the consultation and training services provided by this agency.

We are also proud of our agency's continuing efforts to enhance its information systems, on-line services and electronic records management. Our participation in several state workgroups involved in developing and implementing security standards, records retention and disaster recovery has better prepared us for acquiring standardization of equipment and applications, as well as for expedient response to requests for services and emergency situations.

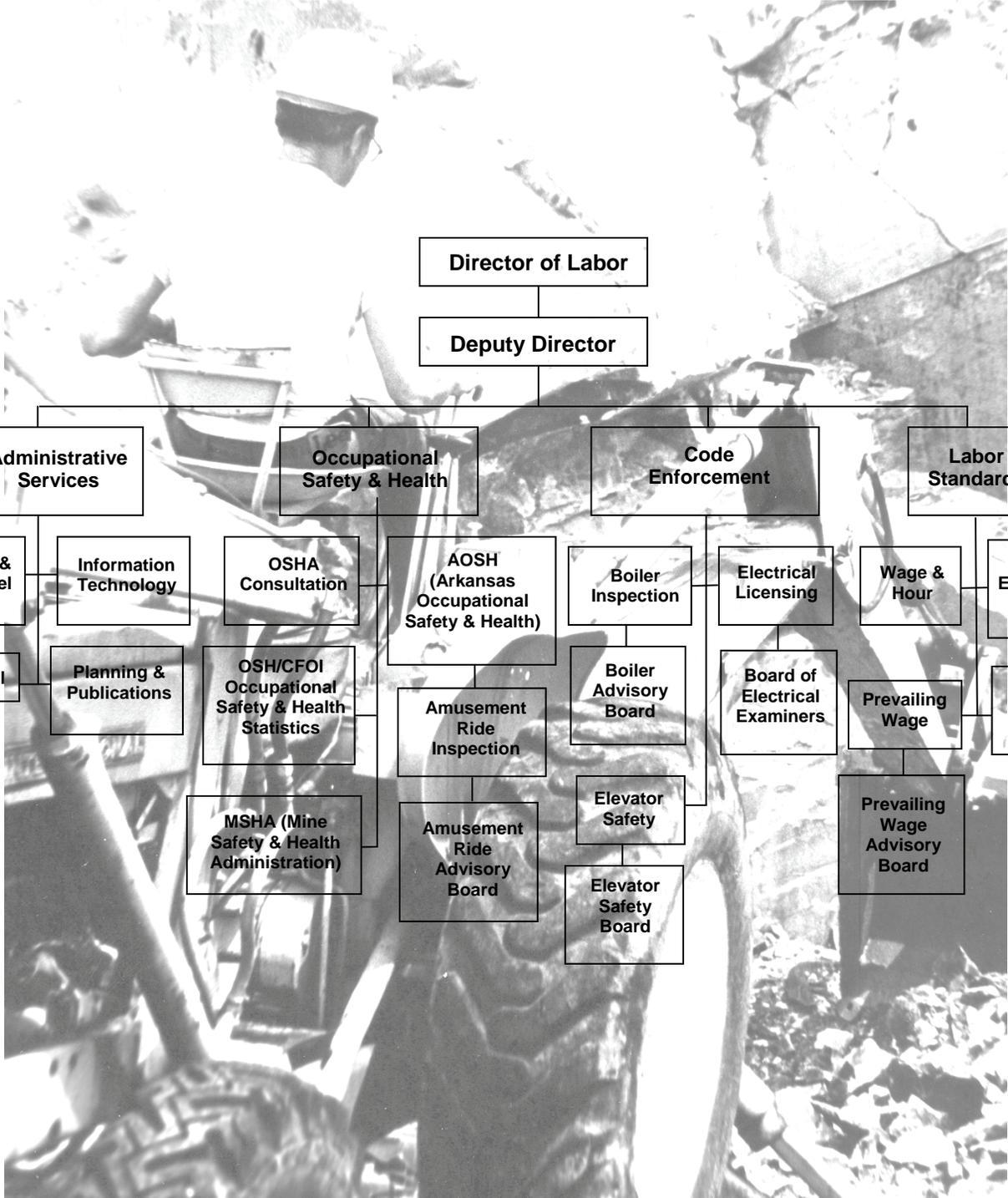
We deeply appreciate your support of the agency's programs and feel it will enable us to continue providing quality service to Arkansas' workforce.

Sincerely,

A handwritten signature in cursive script, appearing to read "James L. Salkeld".

James L. Salkeld  
Director

# ORGANIZATIONAL CHART



**Director of Labor**  
**Deputy Director**

**Administrative Services**

**Occupational Safety & Health**

**Code Enforcement**

**Labor Standards**

**Finance & Personnel**

**Information Technology**

**OSHA Consultation**

**AOSH (Arkansas Occupational Safety & Health)**

**Boiler Inspection**

**Electrical Licensing**

**Wage & Hour**

**Private Employment Agency**

**Legal**

**Planning & Publications**

**OSH/CFOI Occupational Safety & Health Statistics**

**Amusement Ride Inspection**

**Boiler Advisory Board**

**Board of Electrical Examiners**

**Prevailing Wage**

**Mediation Services**

**MSHA (Mine Safety & Health Administration)**

**Amusement Ride Advisory Board**

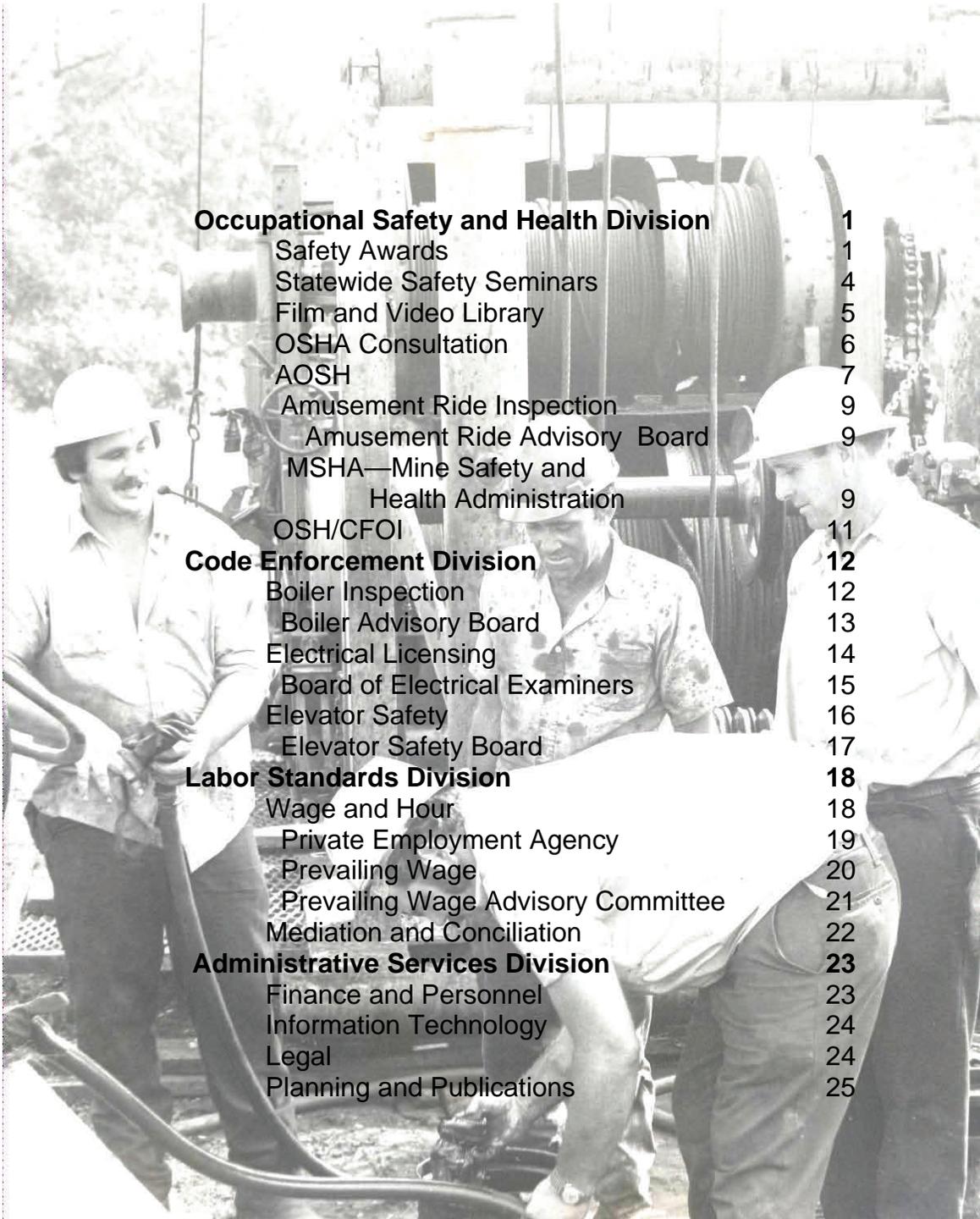
**Elevator Safety**

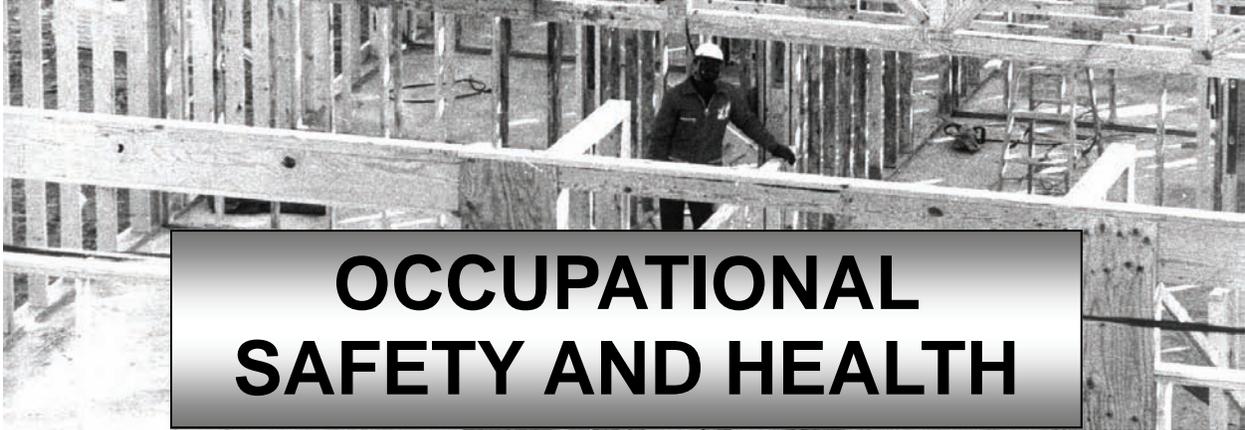
**Prevailing Wage Advisory Board**

**Elevator Safety Board**

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# OCCUPATIONAL SAFETY AND HEALTH

The Occupational Safety and Health Division is the largest section within the Department of Labor and is responsible for enforcing and promoting worker safety in Arkansas. This is accomplished in a number of ways including:

- Conducting complaint, accident and fatality investigations in the public sector.
- Making routine inspections of publicly owned workplaces.
- Providing free safety consultation services to Arkansas businesses and mines.
- Inspecting amusement rides to assure the safety of visitors and workers.
- Providing thousands of hours of training classes on key safety and health issues in order to better equip Arkansas' workforce against occupational hazards. These classes are held at the employer's work site, as well as at the Arkansas Department of Labor building in Little Rock. Additionally, 11 regional seminars were held across the state during the fiscal year.
- Providing informational services for persons needing assistance on safety and health issues. This is done by one-on-one office visits, public speaking engagements, and publications.
- Presenting safety awards to businesses and individuals who excel in promoting safety and health and meet specific guidelines
- Conducting annual surveys of workplace fatalities, injuries and illnesses in the state.

The Division has highly trained field

employees across the state available to assist employers in a variety of ways. These employees are supported by an office staff of clerical workers and supervisors who understand health and safety issues and can provide technical assistance on a wide variety of safety issues.

## SAFETY AWARDS

One service provided by the Occupational Safety and Health Division is the recognition of people and companies who have made outstanding strides in the field of safety. This is done by presenting several types of safety awards:

- Million Work Hour Awards
- Safety Awards of Merit
- Accumulative Years Safety Awards
- Meritorious Service Awards.

The Million Work Hour Awards are presented to companies whose employees have accumulated a million work hours without a lost day away from work due to a work related injury or illness. Similar awards are available to mining industries and state, county and municipal employees.

The Safety Award of Merit is presented to employers that have worked without a lost time injury according to the following criteria:

- Must have an effective safety and health program, and
- Must have one or more employees and have worked three or more years or accumulated at least 500,000 work

hours without a lost time injury.

The Accumulative Years Service Award is designed for small employers that work years without a lost day away from work, but are unable to reach the Million Work Hour Award.

Meritorious Service Awards are given to Arkansas citizens who have either recognized an immediately dangerous situation and eliminated the potentially hazardous condition, or attempted to save or did save another person's life. The Meritorious Service Awards Committee requires that recipients be nominated by another person for their efforts and then screened by the committee.

The following industries were recipients of safety awards from the Occupational Safety and Health Division during the 2006-07 fiscal year:

**NINE MILLION WORK HOURS SAFETY AWARD**

Washington Demilitarization, Pine Bluff

**EIGHT MILLION WORK HOURS SAFETY AWARD**

Washington Demilitarization, Pine Bluff

**SEVEN MILLION WORK HOURS SAFETY AWARD**

Tyson Foods, Inc., Springdale

**FOUR MILLION WORK HOURS SAFETY AWARD**

ConAgra Foods, Inc., Russellville

**THREE MILLION WORK HOURS SAFETY AWARD**

Kawneer, Springdale

American Greetings Corporation, Osceola

Southern Star Concrete, North Little Rock

**TWO MILLION WORK HOURS SAFETY AWARD**

Danaher Tool Group, Springdale

Tyson of Rogers, Rogers

American Greetings Corporation, Osceola

Raytheon Aircraft, Little Rock

**ONE MILLION WORK HOURS SAFETY AWARD**

Wal-Mart Distribution Center #6082, Clarks-ville

Potlatch Forest Products, Warren

Gates Rubber Corporation, Siloam Springs

American Greetings Corporation, Osceola

Lockheed Martin-Missiles and Fire Control, Camden

Trane, Fort Smith

Waterloo Industries, Pocahontas

Klein Tools, Inc., Fort Smith

Eaton Hydraulics, Searcy



*This 1978 photo features Clark Thomas (far left) presenting a Safety Award of Commendation to W & A Manufacturing in Pine Bluff. Mr. Thomas is now the Department's Labor Safety Administrator.*

**SAFETY AWARDS PRESENTED FROM JULY 1976—JUNE 2007**

Fiscal Year	Accum. Year	Merit	1 Mil.	2 Mil.	3 Mil.	4 Mil.	5 Mil.	6 Mil.	7 Mil.	8 Mil.	9 Mil.	10 Mil.	11 Mil.
76-77		5	4										
77-78		3	4										
78-79		4	7										
79-80		7	3	1									
80-81		16	4										
81-82		12	15	2	1								
82-83		12	10	2									
83-84		15	9										
84-85		13	9	7	3								
85-86		7	10	4	2								
86-87		7	10	4									
87-88		5	7		2	1							
88-89		1	5	2									
89-90		6	9				1						
90-91		9	2	2			1						
91-92		11	10										
92-93		3	8										
93-94		9	12	2	1	1	2						
94-95	3	26	17	5	1	1		1					
95-96	22	10	24	6	1	2	2						
96-97	33	11	31	10	8	1	1						
97-98	41	5	21	9	5	4	3						
98-99	34	7	24	8	2	2	2	3	1				
99-00	32	4	24	8	2	1	1	1	2	1			
00-01	34	2	11	8	7	3	1		1	1	1		
01-02	30	4	18	6	3	5	2				1	1	
02-03	41	2	14	6	1	2	2	1		1			
03-04	42	1	9	7	4	4	4	3	2	1	1	1	
04-05	36	1	16	7	4	1	3	2	2	1	1		1
05-06	17		9	1	1	1		2	1	1		2	
06/07	24		14	4	3	1			1	1	1		
<b>TOTAL</b>	<b>389</b>	<b>218</b>	<b>370</b>	<b>111</b>	<b>51</b>	<b>30</b>	<b>25</b>	<b>13</b>	<b>10</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>1</b>

ConAgra Foods, Batesville  
Gerber Products, Fort Smith  
Aerojet, Camden  
Aire Systems, Fort Smith  
La-Z-Boy of Arkansas, Siloam Springs

#### **ACCUMULATIVE YEARS SAFETY AWARD**

Arkola Sand and Gravel, Van Buren, 26 years  
CertainTeed Gypsum, Inc. Nashville Mine, 15 years  
Sam's Distribution Center, Searcy, 14 years  
CertainTeed, Glenwood, 10 years  
OMI, Inc., Fayetteville, 9 years  
Performance Contractors, West Memphis, 7 years  
Performance Contractors, West Memphis, 6 years  
AgPro of DeWitt, DeWitt, 6 years  
Tyson Foods, Inc. — Waldron Truck Stop, Waldron, 5 years  
Smurfit-Stone Container, Fort Smith, 4 years  
Tyson Food Russellville Distribution, Russellville, 4 years  
Saint-Gobain Proppants, Bryant, 3 years  
Tyson Foods, Waldron Feed Mill, 2 years  
Garlock Rubber Technologies, Paragould, 2 years  
Spainhower Inc., Fayetteville, 1 year  
Tyson Foods, Waldron Hatchery, 1 year  
Pine Bluff Chemical Activity, US Army, Pine Bluff, 1 year  
Firestone Tube Company, Russellville, 1 year  
CertainTeed Gypsum, Inc., Nashville Plant, 1 year  
Tyson Foods, Inc., Waldron Catch Crew, Waldron, 1 year  
Parker Mobile Cylinder, Benton, 1 year  
Rineco Chemical, Haskell, 1 year  
Superior Graphite, Russellville, 1 year  
Tyson Valley Maintenance Center, Russellville, 1 year

#### **MERITORIOUS SERVICE AWARDS**

Greenbrier Quarry Employees —  
John McGinley  
Brian Qualls  
Dewayne Mills  
Steven Lewis  
Kevin Hughes  
Ted Holley, Jr.

### **STATEWIDE SAFETY SEMINARS**

The Arkansas Department of Labor, the U.S. Department of Labor and the Arkansas Workers' Compensation Commission presented 11 well-attended safety conferences across the state, sometimes with additional sponsorship from local safety associations. Preventing Occupational Injuries and Illnesses seminars were held in Jonesboro, Little Rock, Russellville, El Dorado, Bentonville, Batesville, Pine Bluff, Monticello, Texarkana, Hope, and West Memphis during this fiscal year and 1,273 participants attended.

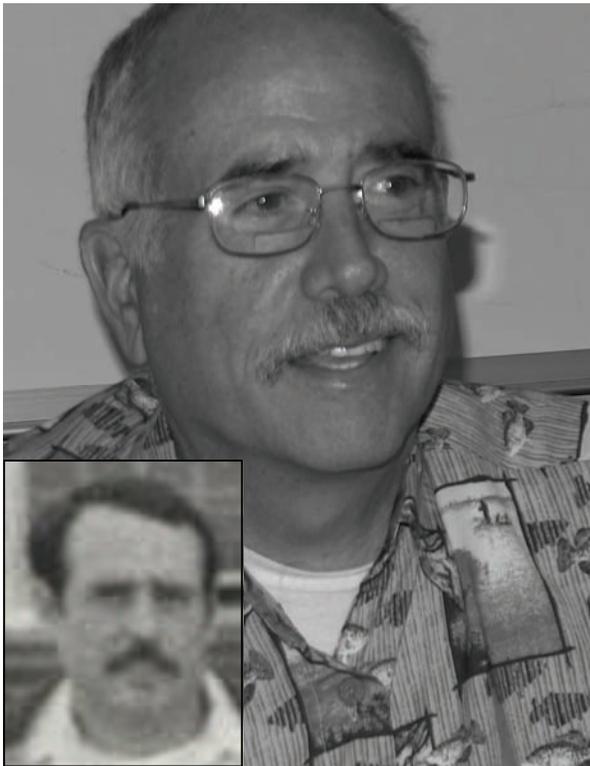
The seminars are designed for hourly employees, supervisors, and people on safety committees. This emphasis on reaching the hourly worker is what makes the conferences stand out from all the other types of training offered around the state. Of course, personnel managers, engineers, maintenance workers, and plant managers are also welcome to attend.

The conferences each last one day, with four or more subjects discussed at each location. Subjects include the following: safety and health hazard recognition, personal protective equipment, effective safety committees, defensive driving, anger and stress management, drugs in the workplace, sprains and strains, violence in the workplace, slips, trips and falls, and more.

The Arkansas Department of Labor, the federal OSHA Area Office, various associations, and other groups continued the safety alliances that focuses on safety training for employers and teens in grades 9-12 who work in fast food establishments and grocery stores, etc. In addition to state and federal OSHA, other members of the Alliance include: Arkansas Society of Safety Engineers, Northwest Arkansas Chapter of Human Resource Management, Black River Vocational Technical College, Arkansas Volunteer Protection Program, World Safety Organization, South East Arkansas Resources and Safety Committee, River City Safety and Environmental Council, Southeast Arkansas Technical Col-

lege and Northwest Arkansas Safety Council. Their Teen Safety booth was displayed at every Preventing Occupational Injuries and Illnesses Conference as well as different companies, events, and malls across the state. Various training materials on Teen Safety in general, including a promotional film, were developed and are available free of charge by contacting Juanita Matlock at 501-682-9090.

The Division also held a number of specially designed seminars across the state during this fiscal year in order to address safety and health issues that are of major concern today. These seminars dealt with issues that have proven to be particularly hazardous, or needs that the industrial community has expressed. Topics included How To Develop A Safety Program, Hazard Communication, Lockout/Tagout, General Safety, Blending Safety and Production, and more.



*Reiman Diles, shown here as an OSHA Safety Consultant in the '70s, left state government for a while and returned to the Labor Department's Safety Division in 1994.*

## FILM AND VIDEO LIBRARY

The Occupational Safety and Health Division of the Arkansas Department of Labor houses two film libraries and media centers that are co-sponsored by the Arkansas Department of Labor, and the Arkansas Workers' Compensation Commission. The original and most extensive library is at our Little Rock office. A library is located at Black River Technical College's satellite campus in Paragould, and another at Northwest Arkansas Community College in Bentonville, Arkansas.

The libraries contain films, videos, and slide cassettes on safety related topics. These are available to companies and individuals to borrow for training sessions and safety committee meetings. There is no charge. New films and videos are added throughout the year.

To borrow a video or a film, the requesting party must either submit a letter asking for the material, complete the form on our web page, fax a request form, or come by the Safety Division and sign a loan form.

For more information on borrowing audiovisual aids, contact Juanita Matlock at (501) 682-9090 or Fax (501) 682-4532, or e-mail [juanita.matlock@arkansas.gov](mailto:juanita.matlock@arkansas.gov)

### FILM AND VIDEO LIBRARY USAGE 2006-2007 Fiscal Year

	# Videos	# Companies
<b>Little Rock</b>		
Private Sector	1,381	589
Public Sector	<u>848</u>	<u>216</u>
<b>Total</b>	<b>2,229</b>	<b>805</b>
<b>Black River</b>		
Private Sector	50	20
Public Sector	<u>16</u>	<u>5</u>
<b>Total</b>	<b>66</b>	<b>25</b>
<b>Grand Total</b>	<b>2,295</b>	<b>830</b>

## OSHA CONSULTATION

The OSHA Consultation Section employs four safety consultants, three industrial hygienists and supervisors whose goal is to assist employers in complying with federal OSHA requirements. They cover the entire state and are capable of adapting to the wide range of industries therein.

Consultants work only with industries and employers who request their help. Preference is given to small, high hazard businesses. They conduct either a limited or comprehensive safety and health survey, whichever the employer has requested. The consultant also conducts any tests that are required, such as air sampling or checking electrical continuity. Upon completion of the survey and applicable tests, a written report is processed and sent to the employer. The employer is then required to correct all serious hazards found by the consultant and notify the division when the corrections have been made.

Small employers who have exemplary safety and health management systems, may qualify to be placed on the federal recognition and exemption program called SHARP (Safety and Health Achievement Recognition Program). In this program, the employer is removed from OSHA's programmed inspection schedule for one to two years. Establishments meeting the requirements to become a SHARP site for the first time, may receive a special certificate from federal OSHA, a plaque, and a SHARP banner or flag to recognize their outstanding safety and health program. Companies achieving SHARP after the first time receive an exemption from OSHA's general programmed inspections for up to two years, and may receive a special certificate from federal OSHA.

The division also offers training and education on items found to be deficient during the survey. Consultants can tailor classes to fit the particular needs of the company.

The OSHA Consultation Section has a wealth of handout material for employers on various health and safety issues. This section

<b>OSHA CONSULTATION ACTIVITY REPORT Fiscal Year July 2006-June 2007</b>	
<b>Total Companies Assisted</b>	<b>408</b>
<b>Total Employees Affected</b>	<b>32,188</b>
<b>Initial Visits</b>	
Safety Consultant Visits	330
Health Consultant Visits	<u>124</u>
<b>Total</b>	<b>454</b>
<b>Training &amp; Assistance Visits</b>	
Safety Consultant Visits	1
Health Consultant Visits	<u>6</u>
<b>Total</b>	<b>7</b>
<b>Follow-up Visits</b>	
Safety Consultant Visits	0
Health Consultant Visits	<u>6</u>
<b>Total</b>	<b>6</b>
<b>Total Safety Visits</b>	<b>331</b>
<b>Total Health Visits</b>	<b><u>136</u></b>
<b>Grand Total Visits</b>	<b>467</b>
<b>HAZARDS IDENTIFIED</b>	
<b>Serious Hazards</b>	
Safety Hazards Identified	1,264
Health Hazards Identified	<u>299</u>
<b>Total</b>	<b>1,563</b>
<b>Other-Than-Serious Hazards</b>	
Safety Hazards Identified	204
Health Hazards Identified	<u>106</u>
<b>Total</b>	<b>310</b>
<b>Regulatory Hazards</b>	
Safety Hazards Identified	67
Health Hazards Identified	<u>17</u>
<b>Total</b>	<b>84</b>
<b>Total Safety Hazards Identified</b>	<b>1,535</b>
<b>Total Health Hazards Identified</b>	<b><u>422</u></b>
<b>Grand Total Hazards Identified</b>	<b>1,957</b>

has training brochures and guides covering areas such as employee noise training, working in hot environments, hazard communication and personal protective equipment. Other OSHA published handouts are also available on topics such as construction safety, wire rope inspections, changing split rim tires, and OSHA recordkeeping.

The OSHA Consultation Section also can research safety related issues by means of a

national computer network that can provide updated information on chemicals, processes, and government regulations. An abundance of information can also be found on the OSHA website [www.osha.gov](http://www.osha.gov)

For more information on the services described, contact one of the following: Kim Fischer (501) 682-4517 or e-mail [fischer.kim@dol.gov](mailto:fischer.kim@dol.gov), Tonia Cooper (501) 682-4527 or e-mail [cooper.tonia@dol.gov](mailto:cooper.tonia@dol.gov), Clark E. Thomas (501) 682-4522 or e-mail [thomas.clark@dol.gov](mailto:thomas.clark@dol.gov)

**AOSH  
(Arkansas Occupational  
Safety and Health)**

AOSH is an acronym for Arkansas Occupational Safety and Health. This section is responsible for administering Arkansas's laws dealing with safety and health. AOSH investigates complaints, accidents, and fatalities in public sector workplaces and inspects the public sector for violations of Arkansas safety and health regulations.

Employees from the public sector can call in complaints to the AOSH section, and in many cases, an inspector will visit the worksite. AOSH also conducts routine inspections of public



***Judy Harwell, shown here in 1982 and 2004, is still representing the Department of Labor at safety seminars across the state and familiarizing participants with the agency's varied services.***

schools, cities, counties, colleges, universities and state agencies free of charge.

The AOSH Section is a staff of safety and health specialists, responsible for administering Arkansas Code Annotated §8-7-1001 et seq., the Public Employees' Chemical Right To Know Act and the regulations issued pursuant to the act known as Safety Code 12. The purpose of this law is to provide public employees with information and training concerning any hazardous chemicals with which they may work.

AOSH staff are responsible for promoting awareness of the law and enforcing the requirements of the regulation. They conduct training and awareness programs across the state on a first come, first served basis. To receive a copy of Code 12 or to schedule a free training class, contact AOSH Supervisor Mike Watson at (501) 682-9091 or e-mail [mike.watson@arkansas.gov](mailto:mike.watson@arkansas.gov) or download a copy of the Code from our website.

AOSH is aggressively involved in promoting safe and healthful work practices so as to eliminate human suffering caused by accidents, injuries, illnesses and diseases. The consultants are responsible for identifying hazards, generating reports and providing formal and informal training and assistance.

Specific tests and equipment may be used to identify and determine hazards involving electricity, chemicals, noise, and air quality. Hazard classification is determined by the severity of each situation. When hazards are identified, they are classified as "imminent danger", "serious" or "other than serious". The consultants provide information on specific conditions (hazards), and the associated laws, standards or codes of reference. They also recommend the corrective action that should be taken to eliminate the hazards. Some of the formal training classes offered by AOSH are Public Employees' Chemical Right To Know, Bus Shop Safety, Kitchen Safety, Trenching and Excavation, Bloodborne Pathogens Programs, Ergonomics, Violence in the Workplace, Hazard Recognition, Slips/Trips/Falls, and General Safety. Additionally, on-site informal training may be provided at the time of the consultation visit.

The consultants also promote the concept of a "safety culture" by helping to develop, implement and maintain safety and health programs whenever the need arises. A number of seminars are held throughout the state for the



**Wilburn New, pictured here in the '70s and today, is still working with the Arkansas Department of Labor as an AOSH inspector.**

public sector each year.

Another key area of service in AOSH concerns blasting in the state. The Quarry and Open Pit Mine Blasting Control Act of 1995 gave the department jurisdiction over restrictions and limits on blasting at quarries and open pit mines.

AOSH provides consultation with operators, property owners, and the general public on complaints related to blasting. Seismograph monitoring of blasting sites is also available. Individuals doing blasting in Arkansas are required by Arkansas Code 13 to attend a blasting safety training course. A list of the blasting services conducted during the 2006-2007 Fiscal Year is shown on this page. For more information on blasting, call Bob Cook at (501) 682-9091.

For information about AOSH in general, call Mike Watson at (501) 682-9091, or e-mail [mike.watson@arkansas.gov](mailto:mike.watson@arkansas.gov) or Richard Steward at (501) 682-4521 or e-mail [richard.steward@arkansas.gov](mailto:richard.steward@arkansas.gov)

<b>AOSH PUBLIC SECTOR SUMMARY 2006-2007 FISCAL YEAR</b>	
<b>COMPLIANCE</b>	
Accident investigation reports (public sector)	2
Fatality investigation reports (public sector)	2
Complaint investigations (public sector)	20
Items cited	8
<b>CONSULTATION</b>	
Initial consultation reports for the public schools, technical schools, colleges and universities, state agencies, and other public sector entities	383
Follow-up visits	70
Items cited	1,141
Serious items	1,122
Other-than-serious items	19
Employees affected by hazards found	25,055
<b>TRAINING CLASSES</b>	
Number classes/seminars conducted	102
Number employees trained	3,071
<b>AMUSEMENT RIDE INSPECTIONS</b>	
Number of rides inspected	3,222
Total items cited	1,616
Total fees collected	\$69,000

<b>AOSH BLASTING SERVICES SUMMARY JULY 2006-JUNE 2007</b>
11 blasting complaints were received
11 blasting investigations were conducted
126 blasting cards were issued through class attendance
34 blasting cards were issued through reciprocity
Two 40-hour blasting classes were conducted for 6 attendees
Seven 20-hour blasting classes were conducted for 34 attendees
Eleven 8-hour blasting classes were conducted for 86 attendees
13 seismograph monitorings were performed
160 total blasting cards were issued
20 total blasting classes were conducted for 126 students

## AMUSEMENT RIDE INSPECTION

Throughout the year, AOSH inspects amusement rides at county, district, and state fairs and permanent rides at the state's various theme parks, and go-kart tracks. Department inspectors are trained and certified by the National Association of Amusement Ride Safety Officials, NAARSO. They inspected over 3,000 amusement rides this fiscal year and collected \$69,000 in fees. For more information, contact Mike Watson at (501) 682-9091, or e-mail [mike.watson@arkansas.gov](mailto:mike.watson@arkansas.gov)

## AMUSEMENT RIDE SAFETY ADVISORY BOARD

The Amusement Ride Safety Advisory Board's duty is to assist the director with the formulation of rules and regulations regarding the safe operation of amusement rides, and to give the department such counsel and advice as will aid it in the proper enforcement and administration of the provisions of the law.

The board is appointed by the Governor and made up of:

- The director of the Parks and Tourism Department or his designee;
- A member representing owners or operators of amusement rides which are portable in nature;
- A member representing owners or operators of permanently placed amusement rides;
- A member representing fair managers in Arkansas; and
- A member representing the general public.

The Director of Labor is ex officio chair.

Present board members are:  
Richard Davies

Johnny Miller  
Kirby Taylor  
Ralph Shoptaw  
Troy Braswell  
James L. Salkeld, Director of Labor

## MSHA (Mine Safety and Health Administration)

The Mine Safety and Health Administration (MSHA) Section assists mining companies in complying with the federal safety and health laws. This is done through free on-site consultation visits, assistance in preparing training plans, teaching the various safety and health subjects, and helping with training records.

The MSHA staff works closely with the Fed-



*Dolly Williams came to work at the Labor Department in 1979 and has been an integral part of the Safety Division for most of her career.*

eral MSHA Inspectors to insure that assistance is available to any Arkansas mine operator or miner needs it.

The Arkansas Mine Safety and Health Conference was held in Hot Springs in February 2007. For 2008, the conference dates are February 7 and 8 in Hot Springs.

During the 2006-2007 fiscal year, the MSHA staff trained 2,423 miners on safety and health issues. See the chart below for a list of the classes offered. For more information on the MSHA program, contact Susan Weaver at (501) 682-4520 or e-mail [susan.g.weaver@arkansas.gov](mailto:susan.g.weaver@arkansas.gov)

### TRAINING AND EDUCATION

The Training and Education Section provides general safety courses for employers, industries, civic groups, employee associations, unions, and others. Classes include the following: First Aid, Heartsaver CPR, Healthcare Provider CPR, AED, Lifting and Handling, OSHA Codes and Regulations for Powered Industrial Trucks. This section also has a TCC — Training Center Coordinator — for the American Heart Association. CPR and First Aid classes can be scheduled for a minimum of five persons. The fee is \$10.00 per person.

During the 2006-2007 fiscal year, the Training and Education staff trained 2,373 individuals. See the chart for details. For more information, contact John Boswell at (501) 682-1715 or e-mail [john.boswell@arkansas.gov](mailto:john.boswell@arkansas.gov).

<b>MSHA TRAINING CLASSES JULY 2006—JUNE 2007</b>			
<b>COURSES</b>	<b># OF CLASSES</b>	<b># OF COMP.</b>	<b>TOTAL ATTENDED</b>
Basic First Aid	66	120	566
CPR	75	122	567
MSHA New Miner (metal/nonmetal)	23	85	223
MSHA Annual Refresher (metal/nonmetal)	68	102	1,067
<b>Total</b>	<b>232</b>	<b>429</b>	<b>2,423</b>



*Susan Weaver and Bob Hall, pictured here today and in 2000, are both still trainers in the MSHA Division.*

<b>TRAINING AND EDUCATION CLASSES JULY 2006 — JUNE 2007</b>			
<b>COURSES</b>	<b># OF CLASSES</b>	<b># OF COMP/SITES</b>	<b>TOTAL AT-TENDED</b>
First Aid	147	100	1,105
CPR	169	117	1,259
Forklift	<u>1</u>	<u>1</u>	<u>9</u>
<b>TOTAL</b>	<b>317</b>	<b>218</b>	<b>2,373</b>

## OSH/CFOI

The Arkansas Department of Labor has contracted with the U.S. Department of Labor's Bureau of Labor Statistics to conduct annual surveys of workplace fatalities, injuries and illnesses.

The first data for workplace fatalities was released in the fall of 1993 for calendar year 1992 through a program known as CFOI, Census of Fatal Occupational Injuries. Findings on the number of workplace fatalities for each subsequent year are as follows:

YEAR	#FATALITIES
1992	82
1993	71
1994	85
1995	91
1996	88
1997	102
1998	86
1999	76
2000	106
2001	68
2002	80
2003	87
2004	70
2005	80

Data on occupational injuries and illnesses was compiled under the Occupational Safety and Health (OSH) program. For 2005, 5.0 work-related injuries and illnesses were reported for every 100 full-time workers in private industry in Arkansas. This was a slight increase after twelve years of decreasing each year. Sprains and strains accounted for over 45.6% of these work-related injuries and illnesses that required recuperation away from work. This is the fourteenth year in a row that sprains and strains were the most common injury.

All data collected through both programs is kept confidential, however, statistical information is compiled and released annually. The department is hopeful that this

data will be very useful in developing additional training programs for employers and employees, and in assisting them in increasing their awareness of potential occupational hazards.

For more information or copies of the publications on OSH or CFOI statistics, contact Leon Cornett at 501-682-4542 or visit our website at [www.arkansas.gov/labor](http://www.arkansas.gov/labor)



*Leon Cornett, today and in 1981 when he had just joined the department, heads the OSH/CFOI Division where (l to r) Charlotte Bonnabel and Donna Brannon compile data on the state's occupational fatalities, injuries and illnesses.*



## **BOILER INSPECTION**

The Boiler Inspection Division was established by legislative action in 1917 to protect the public from the inherent dangers prevailing in the construction, operation, repair, alteration and incorrect usage of boilers and pressure vessels. The Division's primary objective is the prevention of boiler and pressure vessel accidents, which might cause loss of life, personal injury or extensive property damage.

The Division's goal of eliminating all boiler and pressure vessel accidents is accomplished by strict enforcement of the mandatory boiler and pressure vessel safety law, rules and regulations of the state of Arkansas, the adoption and enforcement of various codes formulated by the American Society of Mechanical Engineers (ASME) and adoption and enforcement of the rules and regulations of the National Board of Boiler and Pressure Vessel Inspectors.

The Boiler Inspection Division licenses installers, repair firms, and boiler operators so that safety of construction, installation, repair and operation of boilers and pressure vessels can be assured. Mandatory licensing has rendered greater safety to life and property, and therefore, eliminated an untold number of accidents.

Ever advancing technology creating new sources of energy, methods, and products is accelerating temperatures and pressures higher than man has ever known, thus making boilers

and pressure vessels more complex. Most boilers today are equipped with automatic control devices, computers, and other highly technical items that require skilled personnel, both in operations and maintenance. When complete dependence is placed on such automated operation, the human element is neglected, and ever-greater danger is prevalent. To presume that boilers and pressure vessels operating completely on automatic controls are safe and reliable is a mistake. Automatic controls and devices are the boiler operator's helper, not his replacement.

The Boiler Inspection Division is proud to be a part of the National Board of Boiler and Pressure Vessel Inspectors Tracking Report, which identifies problem areas and trends related to boiler and pressure vessel operation, installation, maintenance and repair. The National Board has changed the format of their report to reflect the trends in accidents, and indicates where emphasis should be placed on prevention, instead of indicating actual accident/death numbers. This, however, prevents us from having data for national deaths and injuries.

During this fiscal year, the State and Insurance Inspectors found 628 code violations while conducting their routine inspections. Had any of these code violations been ignored, they could have ended in a tragic accident.

The Boiler Inspection Division is self-supporting and relies on fees approved by the legislature for inspection work performed and services rendered.

The Boiler Inspection staff is supervised by Gary Myrick, Chief Boiler Inspector, and is made up of two equally important sections. The field force consists of three National Board commissioned inspectors, Jerry Vann, Dennis Hannon,

and David Sullivan; and one water heater inspector, Clay Whaley. The office staff includes Maxine Wagley, Supervisor; Julie Dove, Linda Black, Michelle Hartwick, and Loyce Brand.

The Boiler Inspection Division works closely with sellers, installers, users, repairers, and operators, to provide assistance in interpreting the boiler safety laws of the State of Arkansas, the A.S.M.E. Code, and the National Board Inspection Codes. Other services include:

- Administer examinations to qualified applicants and issue boiler operator licenses
- Issue installation permits, repair permits, and pressure piping permits
- Issue installation licenses and repair licenses
- Issue certificates of operation for boilers and pressure vessels
- Issue certificates of competency to commissioned inspectors
- Assist insurance inspectors
- Assist firms, individuals, & companies that call or visit the Boiler Inspection Division office
- Conduct accident investigations
- Evaluate requests for code variances
- Conduct ASME and National Board certificate reviews
- Conduct state and ASME code shop inspections as well as field inspections upon request.

## BOILER ADVISORY BOARD

The Boiler Advisory Board was created to assist in the formulation of rules and regulations of the construction, installation, inspection, repair, and operation of boilers and unfired pressure vessels and their appurtenances, and of pressure piping in the state of Arkansas. The Boiler Advisory Board is also responsible for counseling and advising the Chief Inspector in the performance of his duties, and for assisting him in giving examinations to prospective boiler inspectors, in order to provide a safe environment to Arkansas citizens. The Governor appoints the Board, and the Director of the Department of Labor or his designee serves as the ex officio chairman. The Board is made up of members who represent insurance companies who inspect and insure boilers and pressure vessels, operating engineers, owners and users of boilers and pressure vessels, and boiler manufacturers. The Board members are:

**Richard Miller**, representing Boiler Manufacturers

**Stephen Case**, representing Operating Engineers

**Larry Wolf**, representing Boiler Users

**Bill McCoy**, representing Insurance Companies Insuring Boilers



*The Boiler Inspection Division has been fortunate to have maintained the same office staff for a number of years, as indicated in this first photo from 1995. Still with the division are (first photo l) Linda Black, and (r) Michelle Hartwick and Julie Dove. They are still supervised by (seated) Maxine Wagley today. Loyce Brand (second photo, second from left) joined the office staff in 2000.*



*This 1990 photo features Richard Mille' (third from left and insert), who has been serving on the Boiler Advisory Board since 1992.*

## ELECTRICAL LICENSING

The Arkansas Board of Electrical Examiners was created by Arkansas Code Annotated §§17-28-101 through -307, which is commonly known as the "State Electricians' Licensing Law." It provides for licensing of master and journeyman electricians, residential master and residential journeyman electricians, air-conditioning electricians and industrial maintenance electricians.

An applicant for a state electrician's license must pass a written examination approved by the board, in addition to meeting experience or education requirements. Examinations are held in Little Rock, Fayetteville, and Fort Smith.

A state-issued electrician's license is required to perform electrical work in Arkansas. A temporary, one-time, six-month license may be obtained for an "industry project." Cities still require permits and inspections, and may require compliance with specific building or construction codes. Additionally, apprentices must be

<b>BOILER INSPECTION DIVISION ANNUAL REPORT—FISCAL YEAR 2006-2007</b>	
<b>CHARGES PROCESSED— FY 2006-2007</b>	<b>QUANTITY</b>
State Boiler Inspections	7,056
Insured Boiler Inspections	19,084
Shop Inspections	12
Anhydrous Ammonia Inspections	1
Boiler Operator Licenses	6,069
Online Boiler Operator Licenses	449
EFT Boiler Operator Licenses	23
Operator Pocket Cards	700
Online Boiler Operator Pocket Cards	98
EFT Boiler Operator Pocket Cards	0
Certificates of Competency Commission Cards	166
Installation Licenses and Repair Licenses	615
Permits to Install	304
Permits to Install Pressure Piping	19
Miscellaneous Charges	349
<b>FEES COLLECTED/DEPOSITED FY 2006-2007</b>	
Online Fees	8,542.00
Electronic Transfer Fees	1,088.00
<b>TOTAL RECEIPTS (INCL. ABOVE LISTED)</b>	<b>\$798,267.53</b>

registered with the board.

The Arkansas Electrical Code Authority Act, Arkansas Code Annotated §20-31-101 *et seq.*, authorizes the board to adopt rules and regulations to establish statewide minimum standards for electrical work in Arkansas. The National Electrical Code, 2005 edition of the National Fire Protection Association is now the standard for the construction, installation and maintenance of electrical facilities and the performance of electrical work. The board may suspend or revoke an electrician's license for cause, including violations of the National Electrical Code.

The board's staff is available to answer inquiries about the interpretation and application of the National Electrical Code and provide information on licensing and inspection requirements on the local level. They are authorized to conduct investigations into complaints against licensed electricians, and then submit the information to the board for consideration. The board may conduct a hearing to consider the suspension or revocation of the electrician's license for cause.

The Arkansas Board of Electrical Examiners has issued a total of 10,819 licenses during this fiscal year.

<b>BOARD OF ELECTRICAL EXAMINERS LICENSES ISSUED—FY 2006-2007</b>	
Industrial Maintenance	1,002
Residential Master	237
Residential Journeyman	195
Electrical Apprentice	2,966
Electrical Contractor	57
Master	3,579
Journeyman	2,327
Air Conditioning	106
Temporary Journeyman	332
Temporary Master	18
<b>TOTAL</b>	<b>10,819</b>
Industrial Maintenance Testing	15
Licenses Renewed On-line	1,266
On-Line Renewals	\$51,255
Civil Money Penalties Collected	\$8,192
<b>TOTAL DEPOSITS</b>	<b>\$341,225</b>



**Lenora Treadway and Glenn Curry, shown (left seated and standing) now and in 2000, provide services to all the electricians in the state., along with Sherre McGinley who just joined the department this year.**

## BOARD OF ELECTRICAL EXAMINERS

The mission of the Board of Electrical Examiners is to protect the public by establishing standards for the construction, installation, and maintenance of electrical facilities, the performance of electrical work, and the licensing of electricians.

The nine-member Board of Electrical Examiners was created by Arkansas Code Annotated §§17-28-101 through -307. The Governor appoints eight members and the ninth member is the Director of Labor or his authorized representative. The responsibilities of the board



**This 2001 photo features four Board of Electrical Examiners board members who are still serving. They are: (back row third from left) J.D. Chastain, (front row) (left) Gary Ferrell, (middle) Director of Labor James L. Salkeld, (right) Hugh Brewer.**

include the formulation of the rules and regulations necessary for the implementation of Arkansas Code Annotated §§17-28-101 through 307 and 20-31-101 *et seq.*; the examination for master electricians, journeyman electricians, and industrial maintenance electricians; the establishment of state standards for the performance of electrical work; and the revocation and suspension of licenses for cause. The following persons served on the Board during fiscal year 2006-2007:

- Danny King, Electrical Inspector**
- Gary Ferrell (chairperson), Contractor**
- Hugh Brewer, Licensed Professional Engineer**
- Ed Carrington, Master Electrician**
- J.D. Chastain, representing the Elderly**
- Paul Brown, representing Private Utilities**
- Sammie Cox, representing Public Utilities**
- Thomas Easterly, representing the Public**
- James L. Salkeld, Director of Labor**

## ELEVATOR SAFETY

Elevator Safety is responsible for enforcing state law regarding the inspection and permitting of elevators, escalators, dumbwaiters, and wheelchair lifts. Ark. Code Ann. §§20-24-101 *et*

<b>ELEVATOR SAFETY 2006-2007 STATISTICAL SUMMARY</b>	
Construction permits issued on elevator installations	234
Modernizations and alterations on existing elevators	105
Certificates of Operation (renewed)	4,396
Certificates of Operation (new)	173
Temporary Certificates of Operation	40
Inspection reports (posted and filed)	7,967
Five year full load safety test reports posted, filed and billed	192
Three year pressure test reports posted, filed and billed	822
Acceptance tests witnessed	174
Re-inspection of new elevators	65
Accident investigations	4
ADL Semi-annual inspections	112
Elevator Inspector, Elevator Mechanic, and Elevator Contractor's license issued	380
Deposited to the State Treasury	\$406,339



***Jean Kilby (l) and Anna Smith (r) have been with the department since '85 and '89 (see inserts) and provide administrative support in the Elevator Safety Division.***

seq.

Licensed elevator inspectors submit annual or bi-annual inspection reports that reflect the operating status of the elevator, including any unsafe condition. Correction of any deficiencies is required in order for the owner or operator to obtain a certificate of operation, or operating permit.

The division is also responsible for witnessing required safety and pressure tests, inspecting new installations, and licensing qualified elevator inspectors, mechanics, and contractors. Fees are charged for each function.

For more information on the Elevator Safety Section, call (501) 682-4538, Fax (501) 682-1765, or e-mail [anna.smith@arkansas.gov](mailto:anna.smith@arkansas.gov)

**ELEVATOR  
SAFETY BOARD**

The mission of the Elevator Safety Board is to protect the public by establishing safety standards, and other regulations for the safe installation and operation of elevators, escalators, dumbwaiters, and wheelchair lifts.

The Elevator Safety Board was created in

1963 and consists of five members. Arkansas Code Annotated §20-24-105. The Director of the Department of Labor serves as the chairman, and the Governor appoints the other four members.

The board meets on the second Thursday of every other month and is responsible for:

- Revocation or suspension of any elevator inspector's license for cause;
- Adopting, amending or repealing rules and regulations;
- Issuing variances; and
- Hearing any appeals from action taken by the Elevator Safety Section.

Present Elevator Board members are:

- James L. Salkeld**, Director of Labor
- Kenneth Dryden**, representing building owners and lessees
- Allen Gaulding**, representing insurance companies
- Reed Myers**, representing elevator manufacturers
- Steve Kinzler**, representing the public at large



***This 1997 photo of the Elevator Safety Board features Director of Labor James Salkeld and Allen Gauldin (seated l to r) and Kenneth Dryden (standing l) who have served on the board together since 1991. Steve Kinzler (standing r) joined the board in 1997.***



# LABOR STANDARDS

The Labor Standards Division is comprised of Wage and Hour, Private Employment Agency, Prevailing Wage and Mediation and Conciliation.

## WAGE AND HOUR

Wage and Hour administers and enforces the Arkansas labor laws relating to minimum wage, overtime, student learners, child labor, disabled workers, equal pay and the collection of unpaid wages involving \$1,000 or less for employees who work or worked in this state.

Field staff conducts routine inspections of workplaces throughout the state providing information, enforcing the labor laws, investigating complaints and wage claims and consulting with both employers and employees.

The Labor Standards staff assists the public in understanding their rights and responsibilities under the wage and hour law, and pursues reported violations of the law. Little Rock staff also coordinates the activities of the field staff, standardizes enforcement procedures, and interprets the rules and regulations.

Wage and Hour also handles issuing employment certificates to minors, student learner permits, special disability permits, and certificates of eligibility. Certificates of eligibility allow employers to pay full time students 85% of the applicable minimum wage to work not more than twenty hours during weeks that schools are in session, or forty hours during weeks that schools are adjourned.

Wage and Hour also receives claims for unpaid wages, sick and vacation pay, holiday

benefits and commissions. Claims are also received for shortages, cash advances, damaged property charges, and other unauthorized deductions from employees' wages.

When a claim is received, a notice of wage claim is issued to the employer. The employer may elect to respond by answering one of the choices given on the form and attaching any relevant evidence. After an investigation is conducted by field inspectors, the inspector issues a preliminary wage determination as to the validity of the claim received.

After notification of the preliminary order, a



***Rusty Geurin (shown today and in 1993) has been an investigator with the Labor Standards Division longer than any other division employees.***

<b>WAGE AND HOUR FY 2006-07 SUMMARY</b>	
<b># Wage &amp; Hour Inspections</b>	1,982
<b># Wage Claim Inspections</b>	<u>316</u>
<b>TOTAL INSPECTIONS</b>	2,298
<b>Wage and Hour Inspections</b>	
No. Employees	22,849
Minors under 16	133
Minors under 18	2,449
Females	11,629
Males	8,638
Interviews	346
<b>Total Violations</b>	
Under Age	3
Employment Certificate	19
Hours Child Under 16	23
Hours Under 18	55
Hazardous Occupations	5
Poster	8
Minimum Wage	70
Overtime	48
Record Keeping	36
Record Keeping Child Labor	21
Record Access	9
<b>Minimum Wage and Overtime Restitution</b>	
Collected	\$57,688.84
Collected by Legal Division	<u>23,734.80</u>
<b>Total Collected</b>	81,423.64
<b>Child Labor Civil Money Penalties</b>	
Collected	47,908.35
Collected by Legal Division	9,275.09
<b>Work Permits Issued</b>	<b>1,836</b>

dissatisfied party may request an administrative hearing. If the claim remains unresolved, it may be forwarded to the Arkansas Department of Labor Legal Section.

Complaints and wage claims may now be filed electronically via the Arkansas Department of Labor's website. All services are free of charge.

**PRIVATE EMPLOYMENT  
AGENCY**

Arkansas Code Annotated §11-11-101 *et seq.* authorized the Private Employment Agency Section to license and regulate all private employment agencies in Arkansas that charge a fee to the applicant. Agencies are licensed only after bonding and examination requirements have been met and after the agency has demonstrated business integrity, financial responsibility and sound judgment.

All agency owners, managers, and counselors are required by law to pass a qualifying examination. They are also required to maintain records on the following: refunds due to applicants, agency newspaper advertisements, applicant referrals, job orders solicited from clients, and all agency business transactions. These records are subject to review by the Private Employment Agency Section. They also investigate any complaints concerning agency activities.

The Private Employment Agency Section enforces a ninety-day guaranty provision that states if applicants leave the job for any reason within 90 days of their hire date, the fee will be prorated, thus protecting applicants who pay an agency to find them a job. The law also prohibits agencies from charging applicants a fee for any service other than actually being placed on a job.

<b>LABOR STANDARDS DIVISION WAGE CLAIMS—2006-2007</b>
Wage Claims Filed—497
Wage Claims Field Investigations—316
Wage Claim Collections—\$38,183.89
Wage Claims Collected by Legal Division— \$20,102.76

## PREVAILING WAGE

Prevailing Wage administers the Arkansas Prevailing Wage Law, Arkansas Code Annotated §§ 22-9-301 through -315. This office is responsible for conducting annual wage surveys of both building and heavy construction projects to establish minimum wages for laborers and mechanics employed on public works projects. This is an ongoing process beginning in August or September of each year and usually being finalized in late May or June of the following year.

Nearly 4,000 solicitation letters are mailed and numerous follow-up phone calls are made to insure that every contractor licensed to do business in this state has an opportunity to participate in the survey. This additional effort is made to increase the percentage of survey responses and insure the most accurate survey results. Survey results are reviewed and approved by the Prevailing Wage Advisory Committee before being certified by the Department of Labor on or about July 1 of each year.

It is the responsibility of the public body awarding any contract, where the cost of all labor and materials is expected to exceed



**Don Cash, shown here and in 1995, has been with the department in the Prevailing Wage Division since 1993.**

\$75,000, to ascertain the prevailing hourly rate of pay in the county in which the work is to be performed. The public body must also see that a stipulation is inserted in the contract that not less than the prevailing hourly rate of wages as found by the department, or determined by the court on appeal, shall be paid to all workers performing work under the contract.

Arkansas Code Annotated §22-9-302 defines “public body” as the State of Arkansas or any officer, board or commission of the state, any county, city, municipality or other political subdivision, or any of the agencies thereof. “Public works” means all works constructed for public use, whether or not done under public supervision or direction or paid for wholly or in part out of public funds, but it does not include any work done for or by any drainage, improvement, or levee district. Other

<b>PREVAILING WAGE SUMMARY OF WAGE DETERMINATIONS ISSUED JULY 1, 2006—JUNE 30, 2007</b>						
<b>Mo.</b>	<b>Bldg</b>	<b>Hvy.</b>	<b>Mul- tiple</b>	<b>Res- dntl.</b>	<b>Total</b>	<b>Dollar Amount</b>
Jul	26	13	2	2	43	\$ 28,736,838
Aug	27	19	1	0	47	42,861,772
Sep	26	30	0	1	57	37,358,577
Oct	20	15	1	0	36	26,345,682
Nov	18	13	3	1	35	76,803,911
Dec	13	10	1	0	24	37,670,850
Jan	20	18	4	0	42	45,766,591
Feb	20	20	2	1	43	90,333,098
Mar	22	21	2	2	47	35,952,302
Apr	19	12	0	0	31	21,709,571
May	15	26	1	1	43	115,100,500
Jun	14	17	0	0	31	14,365,902
<b>Tot</b>	<b>240</b>	<b>214</b>	<b>17</b>	<b>8</b>	<b>479</b>	<b>\$573,005,594</b>
% of						
Totl	50%	45%	4%	2%		

exemptions include highway, road, street, or

bridge construction and maintenance or related work contracted for or performed by incorporated towns, cities, counties or the Arkansas State Highway and Transportation Department, and public school construction.

During Fiscal Year 2006-2007, Prevailing Wage issued 479 wage determinations for projects with estimated values totaling \$573,005,594.00.

The Prevailing Wage Law also empowers the Director of Labor or his representatives to investigate any alleged violation. As a result of such investigations, Prevailing Wage collected and disbursed \$77,453.45 in back wages for 124 employees. Of this amount, Prevailing Wage collected \$60,533.83 in back wages for 118 employees, and the Legal Division collected \$16,919.62 in back wages for six employees. There are two cases pending in the Legal Division totaling \$17,526.22 for 12 employees. As of June 30, 2007, the division has three cases under investigation.

**PREVAILING WAGE  
ADVISORY COMMITTEE**

The mission of the Prevailing Wage Advisory Committee is to provide advice and assistance to the Director of Labor and his staff in the ongoing review of the content, adequacy and effectiveness of the Department of Labor's administration and enforcement of the Arkansas Prevailing Wage Law.

The Advisory Committee was created by executive order in 1994. The committee is comprised of five members representing workers employed in construction, three representing contractors engaged in the construction of public works, two members representing state and local government agencies engaged in the construction of public works, and two ex-officio members.

The twelve-member committee, which serves at the will of the Governor, is made up of the following.

**Anita Murrell**, Director, Arkansas Building

WAGE DETERMINATIONS BY COUNTY—FY 2006-2006						
County	Bldg	Hvy	Multi-	Res-	Totl	\$ Amt.
Arkansas	0	0	1	0	1	1,080,000
Ashley	3	1	1	0	5	5,424,500
Baxter	2	1	0	1	4	5,346,825
Benton	10	13	3	0	26	68,388,794
Boone	2	1	0	0	3	6,875,000
Bradley	2	3	0	0	5	2,171,000
Calhoun	0	0	0	0	0	
Carroll	0	0	0	0	0	
Chicot	2	1	0	0	3	1,135,000
Clark	3	1	1	0	5	591,900
Clay	2	0	0	0	2	1,769,789
Cleburne	2	3	1	0	6	3,220,000
Cleveland	0	0	0	0	0	
Columbia	3	0	0	0	3	3,620,000
Conway	4	2	0	0	6	1,235,000
Craighead	10	7	0	0	17	12,679,235
Crawford	4	10	2	0	16	17,138,632
Crittenden	0	1	0	0	1	200,000
Cross	3	4	0	1	8	2,616,000
Dallas	0	0	0	0	0	
Desha	2	1	0	0	3	1,730,000
Drew	3	3	0	0	6	5,018,564
Faulkner	10	3	0	0	13	7,248,000
Franklin	0	0	0	0	0	
Fulton	0	0	0	1	1	250,000
Garland	5	5	1	1	12	6,136,350
Grant	0	1	0	0	1	75,000
Greene	0	1	0	0	1	75,000
Hempstead	3	0	0	0	3	447,870
Hot Spring	1	2	0	0	3	4,250,000
Howard	0	0	0	1	1	225,000
Independence	0	6	0	0	6	7,094,500
Izard	1	1	0	0	2	1,600,000
Jackson	0	5	0	0	5	795,000
Jefferson	5	3	0	0	8	5,745,000
Johnson	2	2	0	0	4	1,336,638
Lafayette	1	0	0	0	1	4,500,000
Lawrence	1	0	0	0	1	95,000
Lee	1	0	0	0	1	408,000
Lincoln	1	0	0	0	1	441,000
Little River	0	1	0	0	1	400,000
Logan	2	2	0	0	4	15,623,463
Lonoke	3	0	0	0	3	745,000
Madison	0	4	0	0	4	6,650,000
Marion	0	0	0	0	0	
Miller	2	1	0	0	3	351,850
Mississippi	2	0	0	0	2	375,000
Monroe	0	1	0	0	1	250,000
Montgomery	0	0	0	0	0	
Nevada	0	0	0	0	0	
Newton	0	0	0	0	0	
Ouachita	1	2	0	0	3	800,000
Perry	0	1	0	0	1	115,513
Phillips	1	4	0	0	5	2,641,915
Pike	0	3	0	0	3	2,600,000
Poinsett	0	0	0	0	0	
Polk	2	2	0	0	4	895,000
Pope	7	8	0	0	15	6,970,575
Prairie	1	2	0	0	3	600,000
Pulaski	77	27	1	0	105	153,383,297
Randolph	2	0	0	0	2	650,000
St. Francis	2	2	0	0	4	750,000
Saline	7	8	2	0	17	16,732,049
Scott	1	0	0	0	1	5,000,000
Searcy	3	1	0	0	4	520,510
Sebastian	7	22	0	0	29	25,482,885
Sevier	1	1	1	0	3	9,447,000
Sharp	0	0	0	0	0	
Stone	2	2	0	0	4	2,647,840
Union	1	3	0	0	4	4,604,705
Van Buren	0	1	0	0	1	500,000
Washington	25	25	1	3	54	123,111,595
White	1	3	0	0	4	2,625,000
Woodruff	0	0	0	0	0	
Yell	1	2	0	0	3	483,000
Franklin/Logan			1		1	1,000,000
Craig/St.						
Fran./Drew	1				1	131,000
Hot Spr/Clark		1			1	485,000
Hot Spr/Garl.		2			2	730,800
Baxter/Stone		1			1	240,000
Pulaski/Faulk.			1		1	2,500,000
Benton/Madis.		1			1	2,000,000
Totals	240	214	17	8	479	\$575,005,594
% of Total	50%	45%	4%	2%	100%	

Authority

**Dennis Donahou**, Executive Secretary/Treasurer  
with Arkansas Regional Council of Carpen-  
ters

**Tony Ellis**, Business Manager, Plumbers &  
Pipefitters Local #155

**Edward Finney**, Doyne Construction Company

**Patrick Hays**, Mayor, City of North Little Rock

**David Marsh**, Business Manager, Ironworkers  
Local #321

**Steve Schaeffer**, Executive Director, Associated  
Builders and Contractors, Inc.

**Lewis May, President**, May Construction Co.,  
Inc.

**James C. Aldridge Sr.**, J.C. Aldridge & Son, Inc.

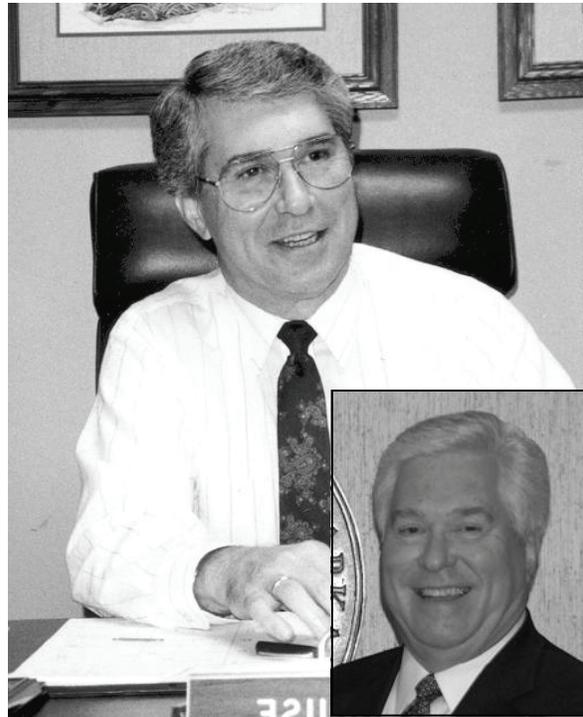
**James L. Salkeld**, Director, Arkansas Depart  
ment of Labor

## MEDIATION AND CONCILIATION

Arkansas Code Annotated §11-2-201 *et seq.*  
authorizes Mediation and Conciliation to  
intervene in any labor dispute, strictly in a  
mediatory or conciliatory capacity, to assist both  
parties in reaching an equitable agreement.

The Federal Labor Management Relations  
Act of 1947 requires all parties wishing to amend  
or terminate an agreement to notify both state  
and federal mediation authorities of their intent.  
Our state mediator's responsibility is to then  
promote peace and harmony in employer/  
employee relations by encouraging voluntary  
arbitration between parties, thereby avoiding  
lockouts, boycotts, blacklists, discrimination, and  
legal proceedings.

The state mediator holds all information  
obtained during negotiations in the strictest of  
confidence and his services are free of charge.  
During fiscal year 2006-2007, he received notices  
from 59 local unions and employers of contract  
negotiations. He was involved in 37 contract  
negotiations and attended 79 other bargaining  
sessions. There were two strikes in the state. He  
also coordinated the Ninth Annual Labor  
Management Conference which is held each year  
in Hot Springs.



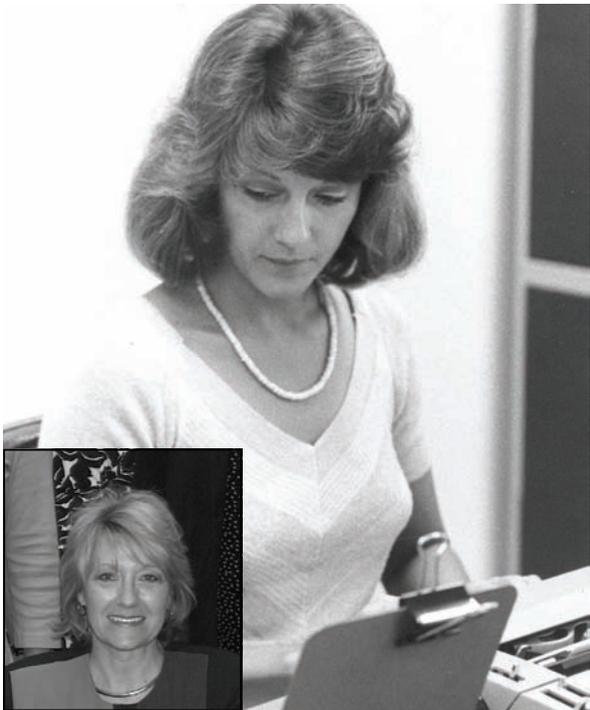
*This original photo was taken in 1991 when Ed House became state mediator.*



# ADMINISTRATIVE SERVICES

The Administrative Services Division includes Finance and Personnel, Information Technology, Legal, and Planning and Publications. These sections provide support services for the entire agency.

## FINANCE AND PERSONNEL



**Finance and Personnel Manager Becky Bryant came to work at the Labor Department in 1976.**

Managing the agency's annual budget of approximately \$6.6 million is one of the primary



**(Above l to r) Sandra Welchman, Vicki Campo, and Linda Whisnant, shown here in 1993, joined Finance and Personnel in 1976, 1977, and 1979 respectively. (Below l to r) Approximately 30 years later, they are still with the division, and were joined by Kay Stacy (second from left) in 1996.**



responsibilities of the Finance and Personnel Division. This includes budget preparation and monitoring, transfer and disbursement of funds, preparation of reports and grant applications, and management of federal grants received from the Occupational Safety and Health Administration, the Mine Safety and Health Administration and the Bureau of Labor Statistics. The section is also

responsible for purchasing and inventory control, policy development and implementation, advertising job vacancies and personnel recruitment, and handling employee benefits and payroll. During Fiscal Year 2007, the agency had 103 authorized full-time positions.

## INFORMATION TECHNOLOGY

The Information Technology Section provides local area network support for the internal operations of the Arkansas Department of Labor. This includes computer network administration and support for more than one hundred desktop PC's and portable PC's, agency servers and all supporting network equipment, as well as software licensing. The IT Section is responsible for planning, designing, implementing, installing, and maintaining the agency's computer network and all associated components. The IT Section implements technology solutions to further agency initiatives, provides internal support and assistance for all software currently being used



***Doris Anderson came to the Department of Labor in 1999 to head the Information Technology Division, but her job has since come to encompass a wider range, including several government-wide workgroups.***

by the Arkansas Department of Labor, and for all databases used in various agency programs.

With computer technology being ever-changing and constantly improving, the IT Section must stay abreast of changes and determine how, if, and when the agency can benefit from the latest technology

We are continuously improving and expanding in-house training classes for our employees. We are striving to streamline and automate processes such as license renewals, certifications, and permits. We are partnering with the Information Network of Arkansas (INA) to offer online renewals for licenses, and we are adding other online services as opportunities arise.

Doris Anderson, the agency's Applications and Systems Manager, serves as the agency's representative for several Information Technology Working Groups, a collaborative effort comprised of staff across Arkansas state government. Doris and our legal staff also participated in the workgroup for development and implementation of guidelines for the Arkansas General Records Retention Rule. The role of these workgroups is to identify issues, establish information management principles, and help set priorities for implementing the state's information architecture.

## LEGAL

The Legal Section of the Arkansas Department of Labor handles all legal matters on behalf of the Director, including advising each division on such matters as the interpretation and application of state and federal law. The staff attorneys have the responsibility of reviewing proposed legislation and drafting administrative regulations. They also serve as a source of information for the public and other state agencies regarding Arkansas's labor laws.

Individual wage claims, together with violations of state minimum wage and overtime laws and prevailing wage laws constitute much of the litigation handled by this section. In addition, court action may be initiated for the enforcement of the state's safety laws and laws regulating such operations as boilers, elevators, and private employment agencies.

2006-2007 LEGAL COLLECTIONS	
PROGRAM	AMOUNT
Child Labor	\$ 9,275.09
Wage/Hour	23,734.80
Wage Claims	20,102.76
Boiler	1,880.19
Prevailing Wage	17,654.61
<b>TOTAL</b>	<b>\$ 72,647.45</b>



*(l to r) Attorney Supervisor Denise Oxley shown here in 1995, has been with the agency since 1984. Susan Miller joined the staff in 1992, and Daniel Faulkner (not shown) joined in 2002.*

## PLANNING AND PUBLICATIONS

Planning and Publications handles nearly all the printing, publications, and website management for the Department of Labor. This requires editing and writing text; designing artwork, and layout; typesetting; preparing camera-ready artwork; photography; writing

printing specifications, and printing the final product.

The Section publishes two free, quarterly newsletters. The *Safety News* newsletter addresses safety issues and timely topics on occupational safety and health. *Labor News* features articles on labor trends, job statistics, and employment programs. Over 30,000 newsletters were mailed to workers in Arkansas and over 850 more were e-mailed during the 2006-2007 fiscal year. The division also publishes a monthly employee calendar entitled *The Laborgram*. Additionally, the division printed 10,000 wage and hour posters, 30,000 brochures, and over 7,600 booklets on various labor laws, rules and regulations which were distributed to Arkansas citizens.

With the exception of the newsletters, the department's most frequently requested publication is the *Arkansas Laws Relating to Labor* manual, which is updated each biennium when the Arkansas General Assembly passes revisions to the law. Other available publications include *Statutes Regulating Wages and Hours*, *Child Labor Laws*, *Administrative Regulations Pertaining to the Arkansas Minimum Wage Act* and other handbooks on specific areas such as safety, boilers, prevailing wage, electrical safety, etc.

Planning and Publications handles all press



*(l to r) Sharon Adams and Jeanette Donahue, shown in this 1995 photo, have worked together in Planning and Publications since 1989. They've been in state government since 1987 and 1974 respectively.*

releases, and board meeting announcements, in addition to publicity for department seminars, training programs, and safety award presentations.

For a complete listing of the Arkansas Department of Labor's publications, visit our website at [www.arkansas.gov/labor](http://www.arkansas.gov/labor)

**The Arkansas Department of Labor has a number of other employees who have chosen to devote their career to the agency. Below are just a few more who have spent the past 20 years in service to the workers of Arkansas.**



**Richard Steward—1971**



**Ann Sanders — 1980**



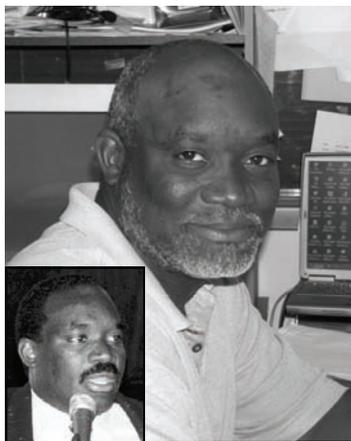
**Karen Green — 1984**



**Tonia Cooper — 1983**



**Helen Johnson — 1977**



**Ronnie Deloney — 1984**



**Kim Fischer — 1984**

The Arkansas Department of Labor does not discriminate on the basis of disability in employment or in the admission or access to, or treatment or employment in, its programs, services, or activities. Becky Bryant, Arkansas Department of Labor, 10421 West Markham, Little Rock, Arkansas 72205-2190, (501) 682-4540 (voice) 1-800-285-1131 (TDD) e-mail [becky.bryant@arkansas.gov](mailto:becky.bryant@arkansas.gov) has been designated to coordinate compliance with the non-discrimination requirements contained in 28 CFR 35.107 of the Department of Justice regulations. Information concerning the provisions of the Americans with Disabilities Act, and the rights provided thereunder, are available from the ADA coordinator.

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