

Wage and Hour Notice to Employees and OSH Notice to Employees must be posted together.

OSH Notice to Employees

Safety and Health

N.C. Department of Labor Responsibilities

The state of North Carolina has a federally approved program to administer the Occupational Safety and Health Act in North Carolina. This program is administered by the N.C. Department of Labor, Occupational Safety and Health (OSHA) Division.

The OSHA Division has the following responsibilities and powers:

- Inspections**—The OSHA Division conducts workplace inspections that can be triggered by complaints, accidents or because the workplace has been randomly selected for an inspection.
 - Citations**—Following an inspection, the employer may be cited for one or more violations of the OSHA standards. The employer will be given a reasonable time to correct the violation to avoid further action.
 - Penalties**—The Commissioner shall have the authority to issue penalties against any employer who violates the requirements of the OSHA Act. The Commissioner shall adjust maximum and minimum civil penalties in accordance with the requirements set forth in the U.S. Consumer Price Index for All Urban Consumers published by the U.S. Department of Labor in accordance to comply with federal law. The Commissioner shall have a period of 60 calendar days from the date a final rule is published in the Federal Register to publish the civil penalties in the North Carolina Register under 17 NCAC 17A .004 as any related or subsequent regulations setting penalty standards in compliance with Part 1901 of Title 29 of the Code of Federal Regulations, and on or before:
 - OSHA Standards**—The division adopts all federally mandated OSHA standards verbatim or can rewrite them to meet state conditions, as long as the new version is at least as strict as the federal standard.
- A copy of any specific standard adopted by the OSHA Division is available free of charge. The entire "General Industry" or "Construction Industry" standards are available for a nominal cost by calling 1-800-625-2267 or 919-767-7876.

Employer Rights and Responsibilities

Public and private sector employers have a "general duty" to provide their employees with workplaces that are free of recognized hazards likely to cause serious injury or death. Employers must comply with the OSHA safety and health standards adopted by the Labor Department.

- Inspections**—An employee has the legal right to refuse to allow an inspector to enter the workplace without an administrative inspection warrant. If this occurs, the inspector will obtain a warrant to conduct the inspection. The employer has the right to accompany the inspector during the physical inspection.
- Discrimination**—It is illegal to retaliate in any way against an employee for raising a health or safety concern, filing a complaint, reporting a work-related injury or illness, or assisting an inspector. The department will investigate and may prosecute employers who take such action.
- Citations**—If an OSHA inspection results in one or more citations, the employer is required to promptly and prominently display the citation(s) in or near the place where the violation allegedly occurred. It must remain posted for three working days or until the violation has been corrected or abated, whichever is longer.
- Contesting Penalties**—Once an employer has been cited by or the matter is subject to "informal conference" with OSHA officials to discuss the penalty, abatement or other issues related to the citation, this request must be made within 17 working days after the citation is received.

The employer may formally contest (by filing a "Notice of Contest") the citation(s) or proposed penalty to the N.C. Occupational Safety and Health Review Commission. The Review Commission is an independent body that hears and decides controversies by employers and employees concerning citations, abatement periods and penalties.

Employers wishing to learn more about the procedures for filing a "Notice of Contest" should contact the Review Commission. Telephone: 919-733-0995 Website: www.ahs.state.nc.us

- Injury and Illness Records**—Employers with 11 or more employees, unless specifically exempted, are required to maintain updated occupational injury and illness records of their employees. Recordkeeping forms and information concerning these requirements may be obtained from the Education, Training and Technical Assistance Bureau, N.C. Department of Labor. Call 1-800-625-2267 or 919-767-7876.

- Accident and Fatality Reporting**—An employer must report the following:

Within eight hours: Any work-related fatality.

Within 24 hours:

- Any work-related in-patient hospitalization of one or more employees.
- Any work-related amputation.
- Any work-related loss of an eye.

To report an accident, call the OSHA Division at 1-800-625-2267 or 919-776-9548.

Employee Rights and Responsibilities

Public and private sector employees must comply with occupational safety and health standards, rules, regulations, and flow orders issued under OSHA that relate to their own actions and conduct.

- Complaints**—An employee has a right to make a complaint regarding workplace conditions he or she believes are unsafe, unhealthy or in violation of OSHA standards. When an OSHA inspector is at an employer's workplace, that employee has a right to point out unsafe or unhealthy conditions and to freely receive any questions asked by the inspector. When making a complaint, the employee may request that his or her name be kept confidential.

To make a complaint, call 1-800-625-2267 or 919-776-9548. Complaints also can be made online at www.labor.nc.gov.

- Contesting Matters**—Employees may contest any abatement period set as a result of an OSHA inspection at their workplace. An employee has the right to appear before the Review Commission to contest the abatement period and seek judicial review.

Other OSHA Information

- Federal Monitoring**—The OSHA Division is monitored by the U.S. Department of Labor. Federal authorities ensure that continued state administration is monitored. Any person who has a complaint about the state's administration of OSHA may contact the Regional Office of the U.S. Department of Labor, 611 Forsyth St., N.W., Suite #1750, Atlanta, GA 30303.
- Additional Information or Questions**—Anyone having a question about any of the above information may write or call:

N.C. Department of Labor
Occupational Safety and Health Division
1101 Mail Service Center
Raleigh, NC 27609-1101
Phone: 1-800-625-2267
Fax: 919-767-7964
E-mail: osh@ncdolabor.nc.gov
www.labor.nc.gov



Josh Dabson
Josh Dabson
Commissioner of Labor

*This notice must be posted conspicuously.
This poster is available **free of charge** to all
North Carolina workplaces.
Call 1-800-625-2267 or 919-767-7876
or order online.*

1-800-NC-LABOR
(1-800-625-2267)
www.labor.nc.gov

Unemployment Insurance

NCDCR does not handle matters relating to unemployment insurance. If you would like information about unemployment insurance policies or procedures, please contact the Department of Commerce, Division of Unemployment Security, P.O. Box 27860, Raleigh, NC 27611-0860, 1-800-737-6274, www.ncdcr.com.

N.C. Workers' Compensation Notice to Injured Workers and Employers (Form 17)

NCDCR does not handle matters relating to workers' compensation. If you would like information about workers' compensation policies or procedures, please contact the N.C. Industrial Commission or N.C. Industrial Commission, 4100 Mail Service Center, Raleigh, NC 27609-1100, 919-887-2988, www.ncic.gov. From 17 must be previously posted and must be placed in the same column and format that appear on the Industrial Commission website. To download and print the current version of Form 17, visit www.ncic.gov.

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Employment Law A Guide For Nc Public Employerswith Supplement

Robert R. Redfield



Employment Law A Guide For Nc Public Employerswith Supplement:

Public Interest Job Search Guide ,1998 Supplement to Employment Law, 1993 Stephen Allred,University of North Carolina at Chapel Hill. Institute of Government,1994-01 *Working Mother* ,2002-10 The magazine that helps career moms balance their personal and professional lives **Bowker's Law Books and Serials in Print** ,1995 **Public Affairs Information Service Bulletin** Public Affairs Information Service,1982 **Employment Law** Stephen Allred,1999 Offers guidance to public employers and employees in North Carolina on the law governing the employment relationship Primarily intended as an explanation of the law not a policy guide Examines topics such as the employment at will doctrine and its exceptions employment discrimination claims recruitment and selection discipline and discharge constitutional issues in employment the Americans with Disabilities Act the Family and Medical Leave Act the North Carolina Workers Compensation Act public records and public official liability The book contains sample personnel policies in the appendixes including a new sample policy on drug and alcohol testing **Working Mother** ,2001-10 The magazine that helps career moms balance their personal and professional lives **Working Mother** ,2003-10 The magazine that helps career moms balance their personal and professional lives *Government Reports Announcements & Index* ,1994 **Practitioner's Guide to North Carolina Employment Law** Laura J. Wetsch,2013 **North Carolina Employer's Guide** Aspen Publishers,Aspen Publishers Editorial,2003-11-13 The North Carolina Employer s Guide now in its 14th year is an authoritative and comprehensive manual that provides the lay of the land of employment law for business owners managers and human resource professionals Written from an employer s point of view the Guide discusses the federal and North Carolina laws cases and regulations that affect the employer employee relationship Using plain English this work explains the legal aspects of the events and situations employers commonly face Chapter headings are HiringTerminationHealth and Safety Civil RightsHours and PayUnions Government Contractors and Miscellaneous RegulationsThe Guide comes in a convenient three ring binder each chapter is tabbed and includes numbered section headings in bold print for ease of use Relevant state and federal agencies are listed at the end of each chapter as well as citations for the information discussed Updated annually The Essential Guide to Federal Employment Laws Lisa Guerin,Amy DelPo,2006 An all in one reference to the important employment laws that every employer and HR pro needs to know **North Carolina Employer's Guide** Summers Press,2002-01-01 Part of the Employer s Guide Series the North Carolina Employer s Guide is for companies doing buisness in North Carolina the Employer s Guides are written and edited by employment law attorneys Since the guides are designed for business people we have eliminated legal jargon offering clear and concise explanations of complex employment laws and regulations Topics include hiring drug testing and other investigations discrimination and harassment wrongful termination worker s compensation benefits and leave unions health and safety and more Wage-hour Compliance Handbook Aspen Publishers Editorial,Terence M. Myers,2006-12-13 Our North Carolina Employers Guide is an authoritative

and accessible book that provides the lay of the land about employment law the Guide integrates federal and North Carolina laws that affect the employer employee relationship making it a valuable resource for business owners managers and human resource professionals The North Carolina Employers Guide is written and updated annually by an employment law attorney We have eliminated legal jargon offering clear and concise explanations of today's complex labor laws regulations and court decisions Relevant state and federal agencies are listed at the end of each of the six chapters along with citations for the information discussed Written from an employers point of view this 17th Edition North Carolina Employers Guide includes discussion of these and other current topics Discussion of North Carolina law increasing the basic minimum wage rate above the current federal minimum Updated North Carolina section concerning a principal contractors or subcontractors liability for workers compensation payments to an injured independent contractor Discussion of new North Carolina regulations on transfer of unemployment compensation contribution rates to the buyer of a bankrupt business Discussion of new regulations under the federal law on rights of employees serving in the military USERRA New sections on OSHA training requirements and global outsourcing New federal regulations defining Internet applicant Discussion of the 2006 US Supreme Court decision changing the standards for retaliation claims Discussion of new regulations on Social Security numbers and no match letters and more

North Carolina Employer's Guide 2010 Summers Press, Aspen Publishers Editorial, 2009-12 The North Carolina Employer's Guide is an authoritative and accessible book that provides the lay of the land about employment law The Guide integrates federal and North Carolina laws that affect the employer employee relationship plus it includes valuable information about managing employees developing employment policies and avoiding liability for employment law violations The North Carolina Employer's Guide is written and updated annually by an employment law attorney We have eliminated legal jargon offering clear and concise explanations of today's complex labor laws regulations and court decisions Relevant state and federal agencies are listed at the end of each of the ten chapters along with citations for the information discussed A valuable resource for business owners managers and human resource professionals the North Carolina Employer's Guide includes discussion of these and other topics Updated sections on North Carolina laws regarding wages and hours noncompetition agreements workers compensation and more New North Carolina law prohibiting the use of cell phones to send or receive e mails or text messages while driving Recent U S Supreme Court decisions regarding reverse race discrimination age discrimination Title VII retaliation claims union organization arbitration and more Amendments to North Carolina workplace smoking regulations which prohibit smoking in bars and restaurants New telephone service to verify employee Social Security numbers and new iCERT electronic system for foreign labor certifications The Lilly Ledbetter Fair Pay Restoration Act which extends the time during which pay discrimination claims may be filed New discussions on improving employee morale and alternatives to layoffs Federal Trade Commission FTC red flag rules requiring certain businesses to respond to the red flags of identity theft Changes to the Health Insurance Portability and Accountability Act

HIPAA involving requirements for information security breach notification and health insurance enrollment Coverage of the H1N1 virus swine flu outbreak and disaster readiness and more *North Carolina Employers Guide* Aspen Publishers,2003-02-01 The North Carolina Employer s Guide is an authoritative and comprehensive manual that provides the lay of the land of employment law for business owners managers and human resource professionals Written from an employer s point of view the Guide integrates the federal and particular state laws that affect the employer employee relationship Using plain English this work explains the legal aspects of the events and situations most employers face Chapter headings are Hiring Termination Health and Safety Civil Rights Hours and Pay Unions Government Contractors and Miscellaneous Regulations Each chapter is tabbed and includes numbered section headings in bold print for ease of use Relevant state and federal agencies are listed at the end of each chapter as well as citations for the information discussed Updated annually *The Practical Guide to Employment Law Supplement* Wolters Kluwer Law & Business,2000-02-23

The Essential Guide to Federal Employment Laws Lisa Guerin,Sachi Barreiro,2022-05-31 With The Essential Guide to Federal Employment Laws you ll learn the ins and outs of the most important employment laws including who the law covers what the law allows and prohibits which federal agency enforces the law and practical tips to avoid violations of the law Each chapter is dedicated to explaining and demystifying one federal employment law including the Americans with Disabilities Act Family and Medical Leave Act Fair Labor Standards Act Immigration Reform and Control Act National Labor Relations Act Pregnancy Discrimination Act Equal Pay Act and many more Stay ahead of the game and protect your company and yourself get The Essential Guide to Federal Employment Laws *Employment Law* Lori B. Rassas,2017-01-17 Employment Law A Guide to Hiring Managing and Firing for Employers and Employees Third Edition is a practical text for undergraduate graduate and paralegal employment law and Human Resources courses It provides a general overview of employment law and HR issues as it relates to workplace issues including day to day hiring managing and firing practices Written in an engaging and informative style the text comprehensively covers a wide range of topics including workplace discrimination candidate recruitment interviewing employer employee and employer independent contractor relationships performance management terminations and layoffs and employee compensation This new edition offers a number of updates including revised information on the treatment of interns and volunteers under the Fair Labor Standards Act updated Equal Employment Opportunity Commission EEOC guidance and statistical data expanded information related to the use of personally owned and company owed technological devices and comprehensive information about the limitations on the rights of employers to regulate their employees use of social media Also included is a comprehensive teacher s manual that includes sample syllabi for varying course lengths detailed responses to the end of chapter discussion questions matching worksheets and a test bank that includes hundreds of multiple choice and true false questions *Employment Law Manual* ,1993

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