North Carolina State Postings



NORTH CAROLINA

N.C. Department of Labor

Wage and Hour Notice to Employees

Wage and Hour Act

Minimum Wage: \$7.25 per hour (effective 7/24/09).

(effective 7/24/09). Employers in Brith Cardina are resided to pay the higher of the relevant wage other substituted by state of helmal laws. The leducal relevant many increased is 57.25 per flower difference and \$2.000 ft. therefore, crestoyers in New Horstein are required to the employers rough part will be set to see the higher and residence are reproduce an employers rough part that a 55.25 the rough is high part of the part of the residence and the relevant reage for subsets as the difference belowers the reages part of the residence required in tips to make as the difference belowers the reages part of the residence required in the part of the difference belowers the reages part of the residence required in the part of the difference belowers the reages part and the residence readers in the part of the residence in the residence in the residence and the residence readers and the residence in the residence and the residence in the residence in the residence in the residence residence in the residence in the residence in the residence from the residence and residence in the residence from the residence and residence in the residence from the residence and residence the residence in the residence and residence in the residence and residenc

Cettein full-lines students may be poid 90% of the minimum wage, rounded to the overall mickel.

There and one-half must be paid to all enaployees after 40 hours of work in any one workness, with some exceptions. The state overtime provisions specifically do not apply to certain types of employees and do not apply to entirely exceptions. The state overtime provisions specifically do not expert over the PAS. Semigrations may be found in NGS 8 67 CSU.

executes control sengitives despite for Superment Products you'de Marintaline. For its executives that of executives the sense of the Superment Su

als: 30-minute breaks are required after any period of five connective fours

The wage payment provisions apply to all private-sector employers doing business in North Carolina. The wage payment provisions do not apply to any federal, state or local agongs or instrumentality of government.

The department's Wisco and New Brans investigates complaints and may called back wages plus interest if they are due to the employer. Doe table of booth Conclean rang bring cold or critical facilities a gained be entirely net in which can of the law. The employer bury also so see the employer to be law. See: The court may uneard althorough been, costs, layadated damages and interest.

Employee Classification

An worker who is defined as an employee by the No. Blogs and lear Art Nr. Cers Std.

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Retaliatory Employment Discrimination

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- Geospational Salety and Health Complaints

- Occupations Salary and Health Complaints
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 Discrimination

1-800-NC-LABOR (1-800-625-2267)







Notice to Employers / Employees

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Than the Committee of Labor Feet Labor Seed Labo

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 administrat the Occupational Safety and Health Act in North Carolina. This pregram is administrated by the N.C.
Department of Labor, Occupational Safety and Health (OSH)

The OSH Division has the following responsibilities and

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Employer Rights and Respor

- Employer Rights and Responsibilities Public and primise social employers have a "general duly" to provide their employers with meriplaces that are free of recopy rized hearing likely to cause return plany or death transfers skipsful by the Labor Department plany or death transfers skipsful by the Labor Department plan of transfers skipsful by the Labor Department plan of since an impactor is entired to explose without an admission and impactor is entired in the beautiful or admission and the plan of the concept and admission and the plan of the concept and the employer has the right to accompany the impactor using the physical impactor.
- during the physical trapection. I in linguist in the yeary aspirated an employee for residing a health or solety cooper against an employee for residing a health or solety cooper fiftig a complicatin reporting a work-estitive drugs or limited residues or causating an inspection. The department will investigate and may proceeded resolves who to be such addition. Clusteries—If an OSH inspection results is not or enter clusters, the employee in requerably another and extensions, the employee in requerably another than whether the window independit outcome for the power where the window independit outcome for the power for the power

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MODI. does not handle matters relating to unemployment
insurance. If you would like information about
unemployment insurance policies or procedures, piezaes
outhact the Department of Commerce, Univision of
Employment Sociating, P.O. Box 25903, Baleigh, MC
27811-15903, 1-888-737-42559, www.nosisc.com.

A.C. Warkers' Componsation Motice to Injuried Workers and Employers (Form 17).

MODIL does not hander matters relating to workers' componsation. If you exictlif the information about modern's componsation policies or procedure, prices contact the N.C. Industrial Commission at N.C. Industrial Commission. A.C. Industrial Commission. 4340 Mail Service Sorter, Raiseja, N.C. 27509—4340, 916-907-9500, www.icn.capes Form 17 must be promisering potent and must be printed in the same colors and format that appear on the industrial Commission washers. In Journal of April 12, visit www.ic.nc.pox.

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- Contesting Penalties— Otros an employer has been cited, his or the may request an "informatic conference" with CRS officials in discuss the penalty, side/ement or other issues related to the childron. This request must be made within 15 working days after the childron in received. The employer may formally cented by little a "Rectice of Contest") the coldering for proceeding penalty to the IC. Occupational Safety and Harlin Coldering for proceeding penalty to the IC. Occupational Safety and Harlin Coldering for proceeding penalty to the IC. Occupational Safety and Harlin Coldering, and employers concerning childron, authorized periodics and proteins.

 Employers wishing to know more short the procedures for Filing a "Nection Contest" the Neurol Contest the Review Commission. Temporare:

 191-373-3559. Wicholm: www.sarths.tubs.arc.as.

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

Within eight hours: Any work-related fatality.

- 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 OSH Division at 1-800-625-2267 or 919-779-8560

Employee Rights and Responsibilities

Employee Rights and Responsibilities
Philos and private soft employees must comply with occupational identy
and beath industriats, rules, regulations, and show orders issued under OSM
that trade to their own actions and credict.

• Complaints—An employee has a night to make a complaint regarding
varvapion conditions for or the betieves are unade, untherdity or in
volcation of OSM standards. When or offer impacts in it an employee's
varvapion, that employee has a right to gotte out award or winesalthy
conditions and by their parent way questioned under the winesalthy
making a complaint, the employee may request that his or her name be
lesper confidentiate.

- Whiter GSNA Information

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sy of the above information may write on:
M.C. Begantment of Labor.
Occupational Safety and Health Division
1101 Mail Service Centur Peakelph NO. 25769-1101.
Phones: 1-800-625-2267
Fax: 919-707-7964
E-mail: ask.sch@dabr.ne.gov





This natice must be posted conspicuously.

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

Follow NCDOL on







Certificate of Coverage and Notice to Workers as to Benefit Rights

If you love your jeb with this cryplayer, you may contact the Oopathravet of Deminisco, Ohidase of Workforce Sociations (DMS) at when concerning contributed some diseased you in recursing selfative more. CMPS previous a easily you in recursing selfative more. CMPS previous a easily you in recursing selfative more. CMPS previous in easily workforce when you for a state to be selfative you may file a claim to remaining selfative you may file a claim to remaining selfative manance benefits with the DMs also of Employment Sociatify at disa no, gov, or by places at CMP 3441-9617. Instructions for Employers

Typu have any questions about unemptingment insurance benefits or need more information, confact the Dantain of Employment Security at the address shown on the bottom of this poster.

During Labor Disputes [Section 96-14.7(b)]

An institutate is obequalited for becenite the "he blessos an institutate the lateful for portion and or portion observations the lateful for portion and property of the phase of employment or any location enset by a blest observed by phase of employment or any location enset by the employment than that of horth Cincillates. Dices the blood objects has entered, such an order and continue to the height for the employment transaction benefits for the period of that that an associately incorporate of employment centure operations as the worker's given of orthoghtered

Post this notice on your premises in such a place that all employees may see it. Additional capies may be obtained online at desinc gov.

You must notify affected workers of a vacation period within a reasonable period of time before it begins.

Murtin Carolina Department of Commerce Division of Employment Security P.O. Box 25900 Baleigh, M.C., 27651 Telephone: §119, 707-1237 des.nc.gov







Poster *

Company

N.C. WORKERS' COMPENSATION NOTICE TO INJURED WORKERS AND EMPLOYERS

All employees of this business, except specifically excluded executive officers, suffering work-related injuries may be entitled to Workers' Compensation benefits from the employer or its insurance carrier.

IF YOU HAVE A WORK-RELATED INJURY OR AN OCCUPATIONAL DISEASE

- The Employee Should:
- Report the injury or occupational disease to the Employer imme
- Give written notice to the Employer writtin 30 days.

 File a claim with the Industrial Commission on a Form 18 immediately, but no later than 2 years from injury date or occupational disease. Give a copy

If medical treatment and wage less compensation are not promptly provided, call the insurance carrier/administrator or request a hearing before the Industrial Commission using a Form 33 Request for Hearing, Commission forms are available at website www.ki.or.gov or by calling the Help Line.

Your employer's workers' compensation insurance policy is valid from

For assistance: Call the Industrial Commission HELP LINE-(800) 688-8349.

Website: www.ic.nc.gov

- The Employer Should: Provide all necessary medical services to the Employ Frozens in inclosiony with a review to two computors.

 Rapport the injury the carrier/administrator and the a form 19 Report of Injury within 5 days with the Industrial Commission, if the Employee misses more than 1 day from work or if carminative medical costs exceed \$4,000.00.

 Give a copy of year completed Form 19 the Employee down with a copy of a blank Form 18 Rotice of Accident.

 Ensure that compensation is promptly paid as required under the Workers' Compensation Act.



. The insurance policy number is _

NORTH CAROLINA
INDUSTRIAL COMMISSION
NORTH CAROLINA
INDUSTRIAL COMMISSION
RALEIGH, NORTH CAROLINA 27699-1235

Compliance Date January 2023

