

TITLE 13 – DEPARTMENT OF LABOR

Notice is hereby given in accordance with G.S. 150B-21.2 that the Department of Labor intends to repeal the rule cited as 13 NCAC 19 .0101; .0102; .0301; .0302; .0401; .0402; .0501; .0502; .0601-.0605; .0701; .0701; .0702.

Pursuant to G.S. 150B-21.17, the Codifier has determined it impractical to publish the text of rules proposed for repeal unless the agency requests otherwise. The text of the rule(s) are available on the OAH website at <http://reports.oah.state.nc.us/ncac.asp>.

Link to agency website pursuant to G.S. 150B-19.1(c): <https://www.labor.nc.gov/rules-and-regulations>

Proposed Effective Date: November 1, 2026

Instructions on How to Demand a Public Hearing: *(must be requested in writing within 15 days of notice): Email Ashley Snyder at ashley.snyder@labor.nc.gov requesting a public hearing.*

Reason for Proposed Action: *The Department proposes to repeal these rules because the rules are not consistent with the timelines set in statute. Additionally, some rules are unnecessary given G.S. 150B-2(8a)g.*

Comments may be submitted to: Ashley Snyder, 1101 Mail Service Center, Raleigh, NC 27699

Comment period ends: September 14, 2026

Procedure for Subjecting a Proposed Rule to Legislative Review: If an objection is not resolved prior to the adoption of the rule, a person may also submit a written objection to the Rules Review Commission. If the Rules Review Commission receives written and signed objections after the adoption of the Rule in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive letters via U.S. Mail, private courier service, or hand delivery to 1711 New Hope Church Road, Raleigh, North Carolina, or via email to oah.rules@oah.nc.gov. If you have any further questions concerning the submission of objections to the Commission, please review 26 NCAC 05 .0110 or call a Commission staff attorney at 984-236-1850.

Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.

- ☐ State funds affected
- ☐ Local funds affected
- ☐ Substantial economic impact ($\geq$ \$1,000,000 over 5 years)
- ☐ Approved by OSBM
- ☒ No fiscal note required

CHAPTER 19 - RETALIATORY EMPLOYMENT DISCRIMINATION

SECTION .0100 - GENERAL PROVISIONS

13 NCAC 19 .0101	RETALIATORY EMPLOYMENT DISCRIMINATION BUREAU
13 NCAC 19 .0102	FORMS
13 NCAC 19 .0201	DEFINITIONS
13 NCAC 19 .0301	CONTENTS OF COMPLAINT
13 NCAC 19 .0302	FILING OF COMPLAINTS
13 NCAC 19 .0401	INVESTIGATION
13 NCAC 19 .0402	INTERVIEWS
13 NCAC 19 .0501	RIGHT-TO-SUE LETTERS
13 NCAC 19 .0502	REQUESTS FOR RIGHT-TO-SUE LETTERS
13 NCAC 19 .0601	ADMINISTRATIVE CLOSINGS
13 NCAC 19 .0602	WITHDRAWALS
13 NCAC 19 .0603	RIGHT-TO-SUE DISMISSALS
13 NCAC 19 .0604	RIGHT-TO-SUE CLOSURE
13 NCAC 19 .0605	SETTLEMENTS
13 NCAC 19 .0701	SETTLEMENT
13 NCAC 19 .0702	LITIGATION

*History Note: Authority G.S. 95-245;
Eff. April 1, 1999; September 1, 1999;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. July 22, 2018;
Amended Eff. March 1, 2025; August 1, 2020;
Repealed Eff. November 1, 2026.*