

**North Carolina Department of Labor  
Occupational Safety and Health Division**

**Public Notice**

This serves as notice to the public of an increase in the civil penalties issued by the Occupational Safety and Health Division of the North Carolina Department of Labor (“NCDOL”).

NCDOL administers the Occupational Safety and Health Act of North Carolina (“OSH Act”); the OSH program is a federally approved state plan program. State plan programs are required by the federal Occupational Safety and Health Administration (“OSHA”) to adopt maximum penalty levels for violations of the OSH Act, which must be at least as effective as the federal OSHA program.

Penalties for violations of the North Carolina OSH Act are established pursuant to N.C. Gen. Stat. § 95-138 of Chapter 95, Article 16. Specifically, N.C. Gen. Stat. § 95-138(a1) requires the Commissioner to publish the civil penalties in the North Carolina Register.

This serves as public notice pursuant to N.C. Gen. Stat. § 95-138 and 13 NCAC 07A .0301 or any related or subsequent regulations setting penalty standards in compliance with Part 1903 of Title 29 of the Code of Federal Regulations of an increase in Occupational Safety and Health civil penalties pursuant to a change in the U.S. Consumer Price Index for All Urban Consumers. **The increased penalty levels apply to any penalties assessed by NCDOL pursuant to the OSH Act on or after June 1, 2026.**

**The NCDOL Occupational Safety and Health Division’s minimum penalties for serious and other-than-serious violations will increase from \$750 per violation to \$1,250 per violation.**