

North Carolina Department of Labor
Occupational Safety & Health Division

Raleigh, NC

Chapter 7
Subchapter 7A

CFR Revision 196

Field Information System
Worker Walkaround Representative Designation Process

Final Rule

A. **Discussion.**

On April 1, 2024, OSHA issued a final rule amending 29 CFR 1903.8(c) - *Representatives of employers and employees*. The U.S. Department of Labor published this final rule to amend the first sentence on 29 CFR 1903.8(c) where explicitly stated that the “*representative(s) authorized by employees shall be an employee(s) of the employer,*” but now it states that the “*representative(s) authorized by employees may be an employee of the employer or a third party.*”

B. **Action.**

In accordance with 13 NCAC 7A .0301(a), the N.C. Commissioner of Labor automatically incorporated by reference 29 CFR 1903.8(c) - *Representatives of employers and employees*. Although the effective date of this rule is May 31, 2024, the enforcement date in NC will be September 28, 2024, which is the date OSHA requires state plan adoption to be completed. As such, this revised paragraph will apply to inspections conducted on or after September 28, 2024. Reference the [*Federal Register*](#) (Volume 89, No. 63) for the details related to these requirements.

Signed on Original

Jennifer Haigwood
Director

6/19/2024

Date of Signature

N.C. Effective Date: May 31, 2024

NCAC Number: 13 NCAC 7A .0301(a)