

LABOR LAWS

ADMINISTERED BY THE
NORTH CAROLINA
DEPARTMENT OF LABOR



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Sworn into Office January 2025

INTRODUCTION

The N.C. Department of Labor (NCDOL) is pleased to make this publication available to citizens interested in the North Carolina General Statutes affecting employers and employees in our State. The General Statutes of North Carolina Annotated includes references to all pertinent amendments enacted through online version of the NC General Statutes contains changes up through SL2023-151, which was ratified on October 25, 2023. *It is the responsibility of the reader to ensure they are viewing the most recent version of a statute or administrative rule.*

The statutes for which NCDOL has direct responsibility for enforcement and which are administered by NCDOL division and bureaus are included in these Labor Laws. These divisions and bureaus include:

- Agricultural Safety and Health Bureau
- Boiler Safety Bureau
- Elevator and Amusement Device Bureau
- Retaliatory Employment Discrimination Bureau
- Mine and Quarry Bureau
- Occupational Safety and Health Division
- Wage and Hour Bureau

Citizens may call 1-800-NC-LABOR or 1-800-625-2267 should they have any questions related to labor laws administered by NCDOL.

We encourage and solicit public comments concerning these laws. Please direct your comments and questions to the Legal Affairs Division, N.C. Department of Labor, 1101 Mail Service Center, Raleigh, NC 27699-1101 or you may submit your comments to askLAD@labor.nc.gov.

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January 2025

Disclaimer: Recent amendments to the North Carolina General Statutes may not appear in the hyperlink until February of 2025 or later depending on publication dates by Lexis, the official publisher of the North Carolina General Statutes Annotated, New editions of the statutes are published every two years on the odd-numbered year; interim supplements reflect new statutes or amendments. For any recent amendments, please see the Session Laws that may apply to specific NCDOL Statutes: <https://www.ncleg.gov/Laws/SessionLaws>

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