Wage and Hour Notice to Employees and OSH Notice to Employees must be posted together.

OSH Notice to Employees

Wage and Hour Notice to Employees

Wage and Hour Act

Minimum Wage $7.25 per hour effective 7/24/09.

Wage and Hour Act

Agriculture: North Carolina's agriculture is a significant industry, employing many workers in the state. The minimum wage law applies to all agricultural workers, regardless of whether they are employed on a seasonal basis. The minimum wage law covers all agricultural workers who are employed in the state, including those who work in the field, in the factory, or in the office.

Employee Classification

The Wage and Hour Act applies to all employees in the state. The act requires employers to provide employees with a written statement of their wages and the number of hours worked by the employee. The act also requires employers to provide employees with a written notice of their minimum wage and overtime pay rates.

Overtime

North Carolina's overtime law requires employers to pay employees who work more than 40 hours in a workweek at a rate of 1.5 times their regular rate of pay. The law applies to all employees in the state, including those who work in agriculture, construction, and manufacturing.

Retaliatory Employment Discrimination

The North Carolina Department of Labor, Division of Employment Security, is responsible for enforcing the state's employment discrimination laws. The Division investigates complaints of employment discrimination and provides assistance to employees who have been the victims of discrimination.

North Carolina Department of Labor

Right-to-Work Law

North Carolina is a right-to-work state. Right-to-work law applies to collective bargaining or labor unions. The right of persons to work is not denied or reduced in any way because they are either members of a labor union (including labor organizations or labor associations) or chose not to be a member of any such labor union. An employer cannot require any person, as a condition of employment, to join or remain a member of any labor organization or labor association.

Certification of Coverage

The North Carolina Department of Labor, Division of Employment Security, is responsible for certifying employers who are covered by the state's unemployment insurance laws. The Division also provides assistance to employers who have questions about the application for coverage.

N.C. Department of Labor

Right-to-Work Laws

North Carolina is a right-to-work state. Right-to-work law applies to collective bargaining or labor unions. The right of persons to work is not denied or reduced in any way because they are either members of a labor union (including labor organizations or labor associations) or chose not to be a member of any such labor union. An employer cannot require any person, as a condition of employment, to join or remain a member of any labor organization or labor association.

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