The department’s Wage and Hour Notice to Employees ensures the Retaliatory Employment Discrimination Act (REDA) employees involved in the following activities are protected from retaliation or discrimination by their employer:

- Workers’ Compensation Claims
- Wage and Hour Complaints
- Occupational Safety and Health Complaints
- Mine Safety and Health Complaints
- Genetic Testing
- Sickle Cell or Hemoglobin Carriers
- N.C. National Guard Service
- The Juvenile Justice System
- Victims of Domestic Violence
- Pesticide Regulation Complaints

Employers who have questions about the application of REDA, or employees who believe they have been discriminated or retaliated against, should contact the EDB information officer:

N.C. Department of Labor
Employment Discrimination Bureau
1101 Mail Service Center
Raleigh, NC 27699-1101
Phone: 1-800-625-2267 or 919-807-2831
Fax: 919-807-2824
www.nclabor.com

All complaints must be made within 180 days of the date of retaliation.

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To file an information about this poster and to download all of the required state and federal posters, please visit our website at: http://www.nclabor.com/posters/posters.htm

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Safety and Health (OSHA)

N.C. Department of Labor Responsibilities

The state of North Carolina has a federally approved program to administer the Occupational Safety and Health Act (OSHA) in North Carolina. This program is administered by the N.C. Department of Labor, Occupational Safety and Health (OSHA) Division.

The OSHA Division has the following responsibilities and powers:

- **Inspections**—The OSHA Division conducts workplace inspections that can be triggered by complaints, accidents or because the workplace has been randomly selected for an inspection.
- **Citations**—Following an inspection, the employer may be cited for one or more violations of the OSHA standards. The employer will be given a timetable to correct the violation to avoid further action.
- **Penalties**—An employer can be fined up to $7,000 for each “serious” violation. Serious violations that involve injury to a person under 18 years of age could result in fines up to $14,000 per violation. An additional maximum $7,000 penalty can be assessed for each day an employer fails to correct or abate a violation after the allotted time to do so has passed.


N.C. Workers’ Compensation Notice to Injured Workers and Employers (Form 17)

NCDOL does not handle matters relating to unemployment insurance. If you would like information about unemployment insurance policies or procedures, please contact the Department of Commerce, Division of Employment Security, P.O. Box 25903, Raleigh, NC 27611-5903, 1-888-717-0259; www.ncecc.com.

OSHA Notice to Employees

Public and private sector employers have a “general duty” to provide their employees with workplaces that are free of recognized hazards likely to cause serious injury or death. Employers must comply with the OSHA safety and health standards adopted by the Labor Department.

- **Inspections**—An employer has the legal right to refuse to allow an inspector to enter the workplace without an administrative inspection warrant. If this occurs, the inspector will obtain a warrant to conduct the inspection. The employer has the right to accompany the inspector during the physical inspection.
- **Discrimination**—Any employer who retaliates in any way against an employee for filing a complaint or assisting an inspector is breaking the law. The division will investigate and may prosecute employers who take such action.

Employer Rights and Responsibilities

Public and private sector employers must comply with occupational safety and health standards, rules, regulations, and those orders issued under OSHA that relate to their own actions and conduct.

- **Complaints**—An employer has the right to make a complaint regarding workplace conditions he or she believes are unsafe, unhealthy or in violation of OSHA standards. When an OSHA inspector is in an employer’s workplace, that employee has a right to point out unsafe or unhealthy conditions and to freely answer any questions asked by the inspector. When making a complaint, the employer may request that his or her name be kept confidential.

To make a complaint, call 1-800-625-2267 or 919-779-8560. Complaints also can be made online at www.nclabor.com.

- **Contesting Abatement**—Employees may contest any abatement period set as a result of an OSHA inspection at their workplace. An employee has the right to appear before the Review Commission to contest the abatement period and seek judicial review.

Unemployment Insurance

NCDOL does not handle matters relating to unemployment insurance. If you would like information about unemployment insurance policies or procedures, please contact the Department of Commerce, Division of Employment Security, P.O. Box 25903, Raleigh, NC 27611-5903, 1-888-717-0259; www.ncecc.com.

Employee Rights and Responsibilities

Accident and Fatality Reporting—An employer must report the following within eight hours: Any work-related death. Any work-related amputation. Any work-related loss of an eye.

To report an accident, call the OSHA Division at 1-800-625-2267 or 919-779-8560.

Other OSHA Information

- **Federal Monitoring**—The OSHA Division is monitored by the U.S. Department of Labor. Federal authorities ensure that continued state administration is merited. Any person who has a complaint about the state’s administration of OSHA may contact the Regional Office of the U.S. Department of Labor, 61 Forsyth St. S.W., Suite 6750, Atlanta, GA 30303.

- **Additional Information or Questions**—Anyone having a question about any of the above information may write or call:

  N.C. Department of Labor
  Occupational Safety and Health Division
  101 Mail Service Center
  Raleigh, NC 27699-1101
  Phone: 1-800-625-2267 or 919-807-2796
  Fax: 919-807-2856
  E-mail: ask.osh@labor.nc.gov
  www.nclabor.com

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