

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

# OSH Notice to Employees

## Safety and Health

### N.C. Department of Labor Responsibilities

The state of North Carolina has a federally approved program to administer the Occupational Safety and Health Act 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 reasonable time to correct the violation to avoid further action.
- Penalties**—The Commissioner shall have the authority to issue penalties against any employer who violates the requirements of the OSHA Act. That Commissioner shall adjust maximum and minimum civil penalties in accordance with the requirements set forth in the U.S. Consumer Price Index for All Urban Consumers published by the U.S. Department of Labor in accordance to comply with federal law. The Commissioner shall have a period of 60 calendar days from the date a final rule is published in the Federal Register to publish the civil penalties in the North Carolina Register under 17 NCAC 17A .004 or any related or subsequent regulations setting penalty standards in compliance with Part 1901 of Title 29 of the Code of Federal Regulations, and on or before:
- OSHA Standards**—The division adopts all federally mandated OSHA standards verbatim or can rewrite them to meet state conditions, as long as the new version is at least as strict as the federal standard.

A copy of any specific standard adopted by the OSHA Division is available free of charge. The entire "General Industry" or "Construction Industry" standards are available for a nominal cost by calling 1-800-625-2267 or 919-767-7876.

### Employer Rights and Responsibilities

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 employee 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**—It is illegal to retaliate in any way against an employee for raising a health or safety concern, filing a complaint, reporting a work-related injury or illness, or assisting an inspector. The department will investigate and may prosecute employers who take such action.
- Citations**—If an OSHA inspection results in one or more citations, the employer is required to promptly and prominently display the citation(s) in or near the place where the violation allegedly occurred. It must remain posted for three working days or until the violation has been corrected or abated, whichever is longer.
- Contesting Penalties**—Once an employer has been cited by or the state is issued an "informal conference" with OSHA officials to discuss the penalty, abatement or other issues related to the citation, this request must be made within 17 working days after the citation is received.

The employer may formally contest (by filing a "Notice of Contest") the citation(s) or proposed penalty to the N.C. Occupational Safety and Health Review Commission. The Review Commission is an independent body that hears and decides controversies by employers and employees concerning citations, abatement periods and penalties.

Employers wishing to learn more about the procedures for filing a "Notice of Contest" should contact the Review Commission. Telephone: 919-733-9385 Website: [www.ahs.state.nc.us](http://www.ahs.state.nc.us)

**Injury and Illness Records**—Employers with 11 or more employees, unless specifically exempted, are required to maintain updated occupational injury and illness records of their employees. Recordkeeping forms and information concerning these requirements may be obtained from the Education, Training and Technical Assistance Bureau, N.C. Department of Labor. Call 1-800-625-2267 or 919-767-7876.

**Accident and Fatality Reporting**—An employer must report the following:

Within eight hours: Any work-related fatality.

Within 24 hours:

- Any work-related in-patient hospitalization of one or more employees.
- 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 919-776-9548.

### Employee Rights and Responsibilities

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

**Complaints**—An employee has a 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 at an employer's workplace, that employee has a right to point out unsafe or unhealthy conditions and to freely receive any questions asked by the inspector. When making a complaint, the employee may request that his or her name be kept confidential.

To make a complaint, call 1-800-625-2267 or 919-776-9548. Complaints also can be made online at [www.labor.nc.gov](http://www.labor.nc.gov).

**Contesting Matters**—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.

### 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 monitored. 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, 611 Forsyth St., N.W., Suite #1750, 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  
1101 Mail Service Center  
Raleigh, NC 27609-1101  
Phone: 1-800-625-2267  
Fax: 919-767-7964  
E-mail: [osh@ncdol.com](mailto:osh@ncdol.com)  
[www.labor.nc.gov](http://www.labor.nc.gov)



Josh Dalton  
Commissioner of Labor

*This notice must be posted conspicuously.  
This poster is available **free of charge** to all  
North Carolina workplaces.  
Call 1-800-625-2267 or 919-767-7876  
or order online.*

**1-800-NC-LABOR**  
(1-800-625-2267)  
[www.labor.nc.gov](http://www.labor.nc.gov)

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Occupational Safety and Health Administration  
The OSHA standards, rules, regulations, and flowcharts issued under OSHA that relate to their own actions and conduct.  
www.osha-slc.com

Printed 1/17  
OSHA 3093 (Rev. 10/16) Replaces OSHA 3093 (Rev. 10/16) and OSHA 3093 (Rev. 10/16)

### 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 Unemployment Security, P.O. Box 27860, Raleigh, NC 27611-0860, 1-800-737-6274, [www.ncdcr.com](http://www.ncdcr.com).

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

NCDOL does not handle matters relating to workers' compensation. If you would like information about workers' compensation policies or procedures, please contact the N.C. Industrial Commission or N.C. Industrial Commission, 4100 Mail Service Center, Raleigh, NC 27609-1100, 919-887-2988, [www.ncic.gov](http://www.ncic.gov). From 17 must be previously posted and must be placed in the same column and format that appear on the Industrial Commission website. To download and print the current version of Form 17, visit [www.ncic.gov](http://www.ncic.gov).

# Employment Law A Guide For Nc Public Employerswith Supplement

**RM Cervero**



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