N.C. Department of Labor
Right-to-Work Laws

North Carolina is an employment-at-will state. The term “employment-at-will” means that the employer has the right to terminate an employee for a specific and legitimate reason or no reason at all.

North Carolina is a “right-to-work” state. Right-to-work applies to collective bargaining or labor unions. The rights of persons to work cannot be denied or reduced in any way because they are members of labor unions (including labor organizations or labor association) or chose not to be a member of any such labor union. An employer cannot require any person, as a condition of employment or continuation of employment, to pay dues or fees or dues or fees for any labor organization.

NCDOL has no authority regarding union labor laws. For other regulations and requirements, contact the Regional Office of the National Labor Relations Board. The NLRB is an independent federal agency that protects the rights of private sector employees to work together, with or without a union, to improve their wages and working conditions.

Right to Work

North Carolina Department of Commerce
Division of Employment Security
P.O. Box 1380
Raleigh, NC 27611-1380

(919) 707-0900

www.labor.nc.gov

N.C. Department of Labor
Wage and Hour Act

Minimum Wage: $7.25 per hour (effective July 24, 2009)

Employees in North Carolina may not be paid at a rate of less than the minimum wage, if the minimum wage is established by state or federal laws. Employers in North Carolina are required to pay the higher of the minimum wage rate established by state or federal laws.

N.C. Department of Labor
Wage and Hour Notice to Employees

Your employer's workers' compensation insurance policy is valid from __________________________ until _______________________.

For assistance with Safety Education Training contact:

For employee concerns regarding wages, hours, and working conditions in a labor dispute, contact the Regional Office of the National Labor Relations Board. The NLRB is an independent federal agency that protects the rights of private sector employees to work together, with or without a union, to improve their wages and working conditions.

Contact the Regional Office of the National Labor Relations Board.

The state of North Carolina has a federally approved program to administer the Occupational Safety and Health Act (OSHA) in the state. The Occupational Safety and Health Act (OSHA) is a federal law that guarantees all employees the right to work in a safe and healthful workplace.

If the employer provides vacation pay plans to employees, the employer shall give vacation time off or payment in lieu of time off, as required by company policy or local custom.

If you have any questions about unemployment insurance benefits or need more information, contact the Division of Employment Security at its main office in Raleigh or at a county office near you.

Certificates of Coverage and Notice to Workers as to Benefit Rights

Employers covered by the Employment Security Law of North Carolina (Chapter 166 of the North Carolina General Assembly) must provide an adequate notice of benefit rights to each employee.