

**SUBCHAPTER 9C - WAGE AND HOUR PROVISIONS (WAGE: HOUR AND CHILD LABOR PROVISIONS)**

**SECTION .0100 - MINIMUM WAGE (MINIMUM WAGE POLICY)**

<b>13 NCAC 09C .0101</b>	<b>MEALS AND LODGING CHARGES</b>
<b>13 NCAC 09C .0102</b>	<b>NO WAIVER</b>
<b>13 NCAC 09C .0103</b>	<b>ILLEGAL DEDUCTIONS</b>
<b>13 NCAC 09C .0104</b>	<b>ENUMERATION OF EMPLOYEES TO DETERMINE COVERAGE</b>
<b>13 NCAC 09C .0105</b>	<b>FARM LABOR EXEMPTION</b>
<b>13 NCAC 09C .0106</b>	<b>AUTOMOBILE AND FARM EQUIPMENT SALESMEN</b>
<b>13 NCAC 09C .0107</b>	<b>TAXICAB OPERATOR EXEMPTION</b>
<b>13 NCAC 09C .0108</b>	<b>HANDICAPPED WORKER CERTIFICATE</b>

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Authority G.S. 95-4(2); 95-25.19; 95-86; 95-87; 95-88; 95-89; 95-93; Eff. February 1, 1976;  
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Amended Eff. August 9, 1978; April 13, 1978;  
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<b>13 NCAC 09C .0109</b>	<b>WAGE RATE</b>
<b>13 NCAC 09C .0110</b>	<b>SUBMINIMUM WAGE RATES</b>
<b>13 NCAC 09C .0111</b>	<b>EXEMPTIONS FROM MINIMUM WAGE</b>

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**13 NCAC 09C .0112 SEASONAL RECREATIONAL PROGRAMS: LOCAL GOVERNMENTS**

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**13 NCAC 09C .0113 SUBMINIMUM WAGE FOR STUDENTS: LEARNERS: AND APPRENTICES**

*History Note:* Authority G.S. 95-25.3;  
Eff. July 1, 1980;  
Repealed Eff. November 1, 1980.

**SECTION .0200 - OVERTIME (MAXIMUM HOUR LAW)**

<b>13 NCAC 09C .0201</b>	<b>OVERTIME PROVISION EXEMPTION</b>
<b>13 NCAC 09C .0202</b>	<b>EMPLOYER MAY EXEMPT EMPLOYEE</b>
<b>13 NCAC 09C .0203</b>	<b>NO WAIVER</b>
<b>13 NCAC 09C .0204</b>	<b>SUPERVISORY PERSONNEL</b>
<b>13 NCAC 09C .0205</b>	<b>LEARNED PROFESSIONS</b>
<b>13 NCAC 09C .0206</b>	<b>MOTION PICTURE THEATRES</b>
<b>13 NCAC 09C .0207</b>	<b>RESTAURANTS AFFILIATED WITH SEASONAL HOTEL</b>

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**13 NCAC 09C .0208 OVERTIME PAYMENT**  
**13 NCAC 09C .0209 DRIVERS EXEMPTION**  
**13 NCAC 09C .0210 TAXICAB DRIVERS**  
**13 NCAC 09C .0211 AUTO: TRUCK AND FARM IMPLEMENT DEALERS**  
**13 NCAC 09C .0212 TRAILER: BOAT AND AIRCRAFT DEALERS**  
**13 NCAC 09C .0213 CHILD CARE WORKERS**

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#### **SECTION .0300 - WAGE PAYMENT (UNIFORM WAGE PAYMENT LAW)**

**13 NCAC 09C .0301 EXEMPTIONS**  
**13 NCAC 09C .0302 PAY PERIODS**  
**13 NCAC 09C .0303 NOTIFICATION TO EMPLOYEES**  
**13 NCAC 09C .0304 WITHHOLDING OF WAGES**

*History Note:* Filed as an Emergency Repeal Eff. September 1, 1979, for a Period of 120 Days to be Reinstated on December 30, 1979;  
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Eff. February 1, 1976;  
Readopted Eff. September 30, 1977;  
Amended Eff. July 25, 1978;  
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**13 NCAC 09C .0305 BONUS: COMMISSION AND OTHER PAYMENTS**  
**13 NCAC 09C .0306 WITHHOLDING OF WAGES: WRITTEN AGREEMENT**  
**13 NCAC 09C .0307 WAGE DEDUCTIONS: COOLING OFF PERIOD**  
**13 NCAC 09C .0308 DEPOSITS FOR EMPLOYER PROPERTY**  
**13 NCAC 09C .0309 FINAL PAYCHECK**  
**13 NCAC 09C .0310 VACATION ACCRUAL**  
**13 NCAC 09C .0311 VACATION PRACTICE BECOMES VACATION POLICY**  
**13 NCAC 09C .0312 WAGES**

*History Note:* Filed as an Emergency Regulation Eff. September 1, 1979, for a Period of 120 Days to Expire on December 30, 1979;  
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Expired Eff. December 30, 1979.

#### **SECTION .0400 - YOUTH EMPLOYMENT (CHILD LABOR LAW)**

**13 NCAC 09C .0401 DEFINITIONS**  
**13 NCAC 09C .0402 APPLICATION FOR EMPLOYMENT CERTIFICATE**  
**13 NCAC 09C .0403 ISSUANCE OF EMPLOYMENT CERTIFICATES**

**13 NCAC 09C .0404 SUPERVISION BY DIRECTOR: REVOCATION: RECORDS**  
**13 NCAC 09C .0405 SPECIAL CERTIFICATES**  
**13 NCAC 09C .0406 DUPLICATES**

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**13 NCAC 09C .0407 APPLICATION PROCEDURE FOR WAIVERS OF THE CHILD LABOR LAW**  
**13 NCAC 09C .0408 CRITERIA FOR THE GRANTING OF WAIVERS**  
**13 NCAC 09C .0409 HARDSHIP WAIVERS**  
**13 NCAC 09C .0410 VERIFICATION OF SPECIAL CASE**  
**13 NCAC 09C .0411 WAIVER LETTER FORM**  
**13 NCAC 09C .0412 VIOLATION OF THE WAIVER**

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Authority G.S. 110-18; 95-11(f); S.L. 1977, Ch. 585; Made Permanent Eff. September 30, 1977;  
Reinstated Eff. December 30, 1979;  
Repealed Eff. November 1, 1980.

**13 NCAC 09C .0413 DEFINITIONS**  
**13 NCAC 09C .0414 APPLICATION FOR A YOUTH EMPLOYMENT CERTIFICATE**  
**13 NCAC 09C .0415 ISSUANCE OF YOUTH EMPLOYMENT CERTIFICATES**

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**13 NCAC 09C .0416 EMPLOYMENT OF YOUTH UNDER AGE 14**  
**13 NCAC 09C .0417 EMPLOYMENT OF YOUTH BETWEEN 14 AND 16 YEARS OF AGE**

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Authority G.S. 95-25.5(c), (d);  
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**13 NCAC 09C .0418 EMPLOYMENT OF YOUTH BETWEEN 16 AND 18 YEARS OF AGE**  
**13 NCAC 09C .0419 EMPLOYMENT OF YOUTHS WHERE ALCOHOLIC BEVERAGES ARE SOLD**  
**13 NCAC 09C .0420 EMPLOYMENT OF YOUTH IN VIOLATION OF FEDERAL LAW**  
**13 NCAC 09C .0421 SUPERVISION BY DIRECTOR: REVOCATION: RECORDS**  
**13 NCAC 09C .0422 CIVIL MONEY PENALTIES**  
**13 NCAC 09C .0423 CIVIL MONEY PENALTY ASSESSMENT**  
**13 NCAC 09C .0424 APPLICATION PROCEDURE FOR WAIVERS**

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**13 NCAC 09C .0425 CRITERIA FOR THE GRANTING OF WAIVERS**

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**13 NCAC 09C .0426 WAIVER LETTER FORM**  
**13 NCAC 09C .0427 VIOLATION OF THE WAIVERS**

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**SECTION .0500 - BLACKLISTING (FORMS)**

**13 NCAC 09C .0501 PURPOSE**  
**13 NCAC 09C .0502 INSPECTION FORM**  
**13 NCAC 09C .0503 CITATION FORM**  
**13 NCAC 09C .0504 MINIMUM WAGE FORM**  
**13 NCAC 09C .0505 MAXIMUM HOUR FORM**  
**13 NCAC 09C .0506 UNIFORM WAGE PAYMENT FORM**  
**13 NCAC 09C .0507 BACK WAGE RECEIPT FORM**  
**13 NCAC 09C .0508 HANDICAPPED WORKER CERTIFICATE FORM**  
**13 NCAC 09C .0509 UNIFORM WAGE PAYMENT FORM**

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**13 NCAC 09C .0510 COMPLAINTS**  
**13 NCAC 09C .0511 INVESTIGATIONS**  
**13 NCAC 09C .0512 LITIGATION**

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Authority G.S. 14-355;  
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**SECTION .0600 - MEDICAL PAYMENTS**

**13 NCAC 09C .0601 REQUIRED MEDICAL EXAMINATION**  
**13 NCAC 09C .0602 RELATIONSHIP TO WAGE AND HOUR ACT**

**13 NCAC 09C .0603      COMPLAINTS**  
**13 NCAC 09C .0604      INVESTIGATION**  
**13 NCAC 09C .0605      LITIGATION**

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*Statutory Authority G.S. 14-357.1; 95-25.8;*  
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**SECTION .0700 - FORMS**

**13 NCAC 09C .0701      PURPOSE**  
**13 NCAC 09C .0702      INVESTIGATION REPORT**  
**13 NCAC 09C .0703      SUMMARY OF UNPAID WAGES**  
**13 NCAC 09C .0704      BACK WAGE RECEIPT**  
**13 NCAC 09C .0705      WAGE TRANSCRIPTION AND COMPUTATION SHEET**  
**13 NCAC 09C .0706      HANDICAPPED WORKER CERTIFICATE FORMS**

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