

**13 NCAC 12 .0103            FEDERAL LAW AS GUIDE**

Where the legislature has adopted the language or terminology of the Fair Labor Standards Act (F.L.S.A.) for the purpose of facilitating and simplifying compliance by employers with both the federal and state labor laws, or has incorporated a federal act by reference, the Department of Labor will look to the judicial and administrative interpretations and rulings established under the federal law as a guide for interpreting the North Carolina law. Such federal interpretations will therefore be considered persuasive and will carry great weight as a guide to the meaning of the North Carolina provisions and will be controlling for enforcement purposes. However, where there are intentional differences in the language of the North Carolina statutes, or where the laws of this State or the authority granted to the Commissioner of Labor of North Carolina require a different interpretation, the federal decisions will not be binding on the Department.

*History Note:*     *Authority G.S. 95-25.17; 95-25.19;*  
                          *Eff. November 1, 1980;*  
                          *Pursuant to G.S. 150B-21.3A rule is necessary without substantive public interest Eff. March 1, 2016.*