

## **Penalties for Citations**

The Commissioner has the authority to assess penalties against any employer who violates the requirements of OSHA. The minimum and maximum civil penalties will be adjusted by the Commissioner in accordance with the U.S. Consumer Price Index for All Urban Consumers published by the U.S. Department of Labor as necessary to meet the requirements of federal law. The Commissioner shall publish the civil penalties in the North Carolina Register under 13 NCAC 07A .0301 (or any other related or subsequent regulations setting penalty standards) and on its website within 60 calendar days from the date a final rule is published in the Federal Register.

## **Rules for 14- and 15-year-olds:**

Where work can be performed: Retail businesses, food service establishments, service stations and offices of other businesses. Work is not permitted in manufacturing, mining or construction, or with power-driven machinery. Work is not permitted for youths 14 years of age on the premises of a business holding an ABC permit for the on-premises sale or consumption of alcoholic beverages. However, youths of at least 14 years of age can work on the outside grounds of the premises with written consent from a parent or guardian as long as the youth is not involved with the preparation, serving, dispensing or sale of alcoholic beverages. (UPDATE: If action is not taken by the N.C. General Assembly, this rule will apply to youths under 16 years of age effective Jan. 1, 2024.)