



CHAPTER 95
ARTICLE 2A - WAGE AND HOUR ACT

N.C.G.S. § 95-25.1.

Short title and legislative purpose; local governments preempted.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	S.L. 2023-134, s. 5.9(a) — fifth act in the lineage	21 September 2026, 03:37 UTC	e99bde0438836cca5adc40a9 - 2f05db22fad530fa56d127e - cfcceb92b9575ada

§ 95-25.1(a) This Article shall be known and may be cited as the "Wage and Hour Act."

§ 95-25.1(b) The public policy of this State is declared as follows: The wage levels of employees, hours of labor, payment of earned wages, and the well-being of minors are subjects of concern requiring legislation to promote the general welfare of the people of the State without jeopardizing the competitive position of North Carolina business and industry. The General Assembly declares that the general welfare of the State requires the enactment of this law under the police power of the State.

§ 95-25.1(c) Repealed by Session Laws 2017-4, s. 1, effective March 30, 2017.

§ 95-25.1(d) The provisions of this Article supersede and preempt any ordinance, regulation, resolution, or policy adopted or imposed by a unit of local government or other political subdivision of the State that regulates or imposes any requirement upon an employer pertaining to compensation of employees, such as the wage levels of employees, hours of labor, payment of earned wages, benefits, leave, or well-being of minors in the workforce. This subsection shall not apply to any of the following:

- (1) A local government regulating, compensating, or controlling its own employees.
- (2) Economic development incentives awarded under Chapter 143B of the General Statutes.

- (3) Economic development incentives awarded under Article 1 of Chapter 158 of the General Statutes.
- (4) A requirement of federal community development block grants.
- (5) Programs established under G.S. 160D-1311.

END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS I
5 ACTS

Amendment lineage

The State prints this history as a single parenthetical at the foot of the section. It is reproduced verbatim in the colophon and unpacked below in order of enactment.

193719802023

TICK HEIGHT = ACTS IN THAT YEAR DASHED = RECODIFICATION, NOT AMENDMENT

Nº	YEAR	ACT	CHARACTER
01	1937	c. 409, s. 2	ENACTED
02	1979	c. 839, s. 1	AMENDED
03	2016	S.L. 2016-3, 2nd Ex. Sess., s. 2.1	AMENDED
04	2017	S.L. 2017-4, s. 1	AMENDED
05	2023	S.L. 2023-134, s. 5.9(a)	AMENDED

APPARATUS II
1 AUTHORITY

Authorities referenced

Every G.S. cross-reference appearing in the text of this section, in order of first appearance. Nothing is characterized; the operative language is quoted from the section itself.

REFERENCE	APPEARS IN	OPERATIVE LANGUAGE IN THIS SECTION
G.S. 160D-1311	(d)(5)	"Programs established under"

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 95-25.1 (2023).

PINPOINT

N.C. Gen. Stat. § 95-25.1(a) (2023).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

COLOPHON

Provenance

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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1937, c. 409, s. 2; 1979, c. 839, s. 1; 2016-3, 2nd Ex. Sess., s. 2.1; 2017-4, s. 1; 2023-134, s. 5.9(a).)

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