



CHAPTER 95
ARTICLE 2A - WAGE AND HOUR ACT

N.C.G.S. § 95-25.15.

Investigations and inspection of records; notice of law.

SOURCE General Statutes of North Carolina, as published by the General Assembly	LAST AMENDMENT IN THIS TEXT S.L. 2025-25, s. 29(1) — tenth act in the lineage	RETRIEVED 21 September 2026, 03:43 UTC	SOURCE FINGERPRINT eb8311cc420a7f141578ce9b - ab9a9cf0a9ff61de633455e8 - 5ef938db7a431e8d
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§ 95-25.15(a) The Commissioner or his designated representative shall have the power and authority to enter any place of employment and gather such facts as are essential to determine whether or not the employer is covered by any provision of this Article.

With respect to any provision of this Article under which the employer is covered, the Commissioner or the Commissioner's designated representative may inspect such places and such records, make transcriptions of any and all such records, question employees and investigate such facts, conditions, practices, or matters as are necessary to determine whether the employer has violated said provision of this Article.

With respect to the provisions of G.S. 95-25.6 through 95-25.12 (Wage Payment) as those provisions apply to persons covered by the Fair Labor Standards Act, the Commissioner or his designated representative shall have no authority under this subsection unless the Commissioner or his designated representative has received a complaint from an employee of the covered establishment.

§ 95-25.15(b) Except as otherwise provided in this Article, every employer subject to any provision of this Article shall make, keep, and preserve such records of the persons employed by the employer, including the ages of employees, and of the wages, hours, and other conditions and practices of employment which are essential to the enforcement of this Article and are prescribed by regulation of the Commissioner, except that the Commissioner shall have no authority to prescribe records for the State of North Carolina, a city, town, county or other municipality or agency or instrumentality of government.

§ 95-25.15(c)

A poster summarizing the major provisions of this Article shall be displayed in every establishment subject to this Article. This poster shall also include notice indicating the following in plain language:

- (1) Any worker who is defined as an employee by either G.S. 95-25.2(4)-, 143-786(a)(3), 96-1(b)(10), 97-2(2), or 105-163.1(4) shall be treated as an employee unless the individual is an independent contractor.
- (2) Any employee who believes that the employee has been misclassified as an independent contractor by the employee's employer may report the suspected misclassification to the Employee Classification Section within the Industrial Commission.
- (3) The physical location, mailing address, telephone number, and email address where alleged incidents of employee misclassification occurred may be reported to the Employee Classification Section within the Industrial Commission.

END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS I
10 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.

1937

1981

2025

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

Nº	YEAR	ACT	CHARACTER
01	1937	c. 317, ss. 5, 19	ENACTED
02	1959	c. 475	AMENDED
03	1971	c. 1231, s. 2	AMENDED
04	1973	c. 649, s. 4	AMENDED
05	1975	c. 413, ss. 7, 9	AMENDED
06	1979	c. 839, s. 1	AMENDED
07	2005	S.L. 2005-453, s. 22	AMENDED
08	2009	S.L. 2009-351, s. 2	AMENDED

09	2017	S.L. 2017-203, s. 3	AMENDED
10	2025	S.L. 2025-25, s. 29(1)	AMENDED

APPARATUS II
2 AUTHORITIES

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. 95-25.6	(a)	<i>"With respect to the provisions of"</i>
G.S. 95-25.2(4)	(c)(1)	<i>"defined as an employee by either"</i>

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 95-25.15 (2025).

PINPOINT

N.C. Gen. Stat. § 95-25.15(a) (2025).

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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This is not the official text. The official text is published by the General Assembly of North Carolina.

HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1937, c. 317, ss. 5, 19; 1959, c. 475; 1971, c. 1231, s. 2; 1973, c. 649, s. 4; 1975, c. 413, ss. 7, 9; 1979, c. 839, s. 1; 2005-453, s. 22; 2009-351, s. 2; 2017-203, s. 3; 2025-25, s. 29(1).)

