



CHAPTER 95

ARTICLE 2A - WAGE AND HOUR ACT

N.C.G.S. § 95-25.23A.

Violation of record-keeping requirement; civil penalty.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	S.L. 2025-25, s. 29(1) — ninth act in the lineage	21 September 2026, 05:39 UTC	7c2e503ba68e3640a6c6ddbc - abce4ede8676eb4fd64027a1 - 41f65a1353aab748

§ 95-25.23A(a) Any employer who violates the provisions of G.S. 95-25.15(b) or any regulation issued pursuant to G.S. 95-25.15(b), shall be subject to a civil penalty of seven hundred fifty dollars (\$750.00) per employee with the maximum not to exceed four thousand five hundred dollars (\$4,500) per violation by the Commissioner or the Commissioner's authorized representative.

The determination by the Commissioner shall be final, unless within 15 days after receipt of notice thereof by certified mail with return receipt, by signature confirmation as provided by the U.S. Postal Service, by a designated delivery service authorized pursuant to 26 U.S.C. § 7502(f)(2) with delivery receipt, by electronic means to include an email address provided by the person to the Commissioner, with a delivery receipt, that will be effective to give the person notice of the violation, or via hand delivery, the person charged with the violation takes exception to the determination, in which event final determination of the penalty shall be made in an administrative proceeding pursuant to Article 3 of Chapter 150B and in a judicial proceeding pursuant to Article 4 of Chapter 150B.

§ 95-25.23A(b) The amount of the penalty when finally determined may be recovered in the manner set forth in G.S. 95-25.23B.

§ 95-25.23A(c) The clear proceeds of civil penalties provided for in this section shall be remitted to the Civil Penalty and Forfeiture Fund in accordance with G.S. 115C-457.2.

§ 95-25.23A(d)

Assessment of penalties under this section shall be subject to a two-year statute of limitations commencing at the time of the occurrence of the violation.

STATUTE OF LIMITATIONS

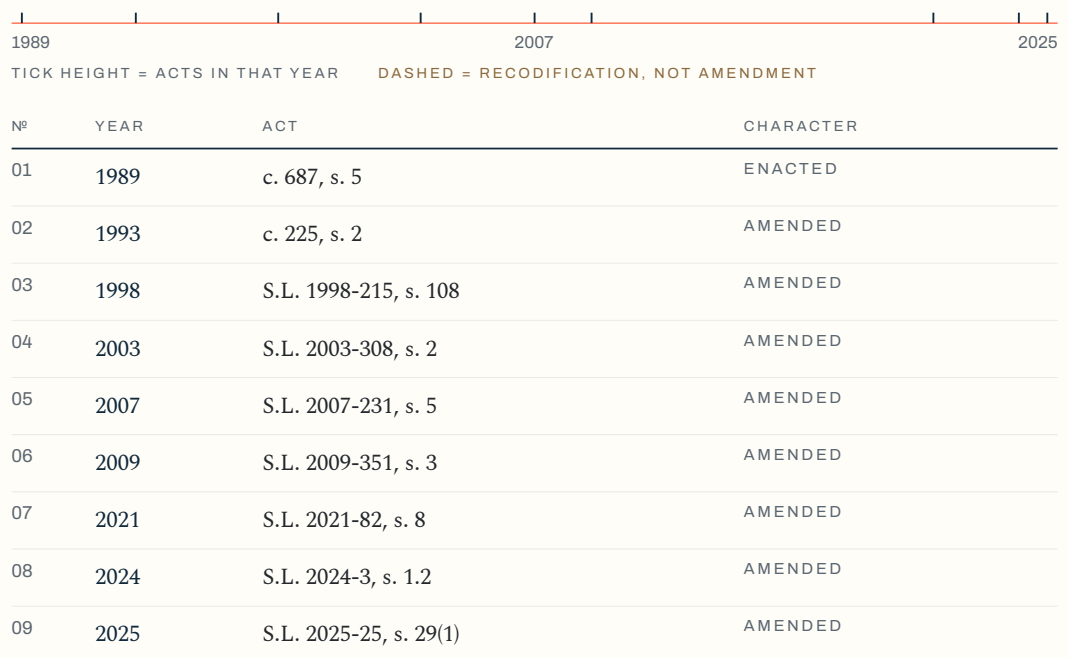
END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS I
9 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.



APPARATUS II
3 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. 95-25.15(b)	(a)	"employer who violates the provisions of"
G.S. 95-25.23B	(b)	"in the manner set forth in"
G.S. 115C-457.2	(c)	"and Forfeiture Fund in accordance with"

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 95-25.23A (2025).

PINPOINT

N.C. Gen. Stat. § 95-25.23A(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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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1989, c. 687, s. 5; 1993, c. 225, s. 2; 1998-215, s. 108; 2003-308, s. 2; 2007-231, s. 5; 2009-351, s. 3; 2021-82, s. 8; 2024-3, s. 1.2; 2025-25, s. 29(1).)

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