Article 13.

Employee Workplace Requirements Program for Safety, Health, and Workers' Compensation.

§ 126A-13-1. Program goals.

OSHR shall establish a written program for executive branch agencies for employee workplace environmental, health, and safety, and workers' compensation. The program shall promote safe and healthful working conditions, be based on clearly stated goals and objectives, and provide managers and employees with an understanding of the State's concern for protecting employees from job-related injuries and health impairment; preventing accidents and fires; planning for emergencies and emergency medical procedures; identifying and controlling physical, chemical, biological, and radiological hazards in the workplace; communicating potential hazards to employees; and assuring adequate housekeeping and sanitation. (2026-40, s. 1.)

§ 126A-13-2. Program requirements.

The written program required under this Article shall describe, at a minimum, the following:

(1) The methods to be used to identify, analyze, and control new or existing hazards, conditions, and operations.

(2) How managers, supervisors, and employees are responsible for implementing the program, controlling accident-related expenditures, and how continued participation of management and employees will be established, measured, and maintained.

(3) How the plan will be communicated to all affected employees so that they are informed of work-related physical, chemical, biological, or radiological hazards, and controls necessary to prevent injury or illness.

(4) How managers, supervisors, and employees will receive training in avoidance of job-related injuries and health impairment.

(5) How workplace accidents will be reported and investigated and how corrective actions will be implemented.

(6) How safe work practices and rules will be communicated and enforced.

(7) The safety and health training program that will be made available to employees.

(8) How employees can make complaints concerning safety and health problems without fear of retaliation.

(9) How employees will receive medical attention following a work-related injury or illness. (2026-40, s. 1.)

§ 126A-13-3. Model program; technical assistance; reports.

(a) Model Program. – OSHR shall do the following:

(1) Maintain a model program of safety and health requirements to guide executive branch agencies in the development of their individual programs and in complying with the provisions of G.S. 95-148 and this Article.

(2) Establish guidelines for the creation and operation of executive branch agency environmental, health and safety committees.

(3) Adopt policies that govern the administration of the workers' compensation program and monitor compliance with Chapter 97 of the General Statutes.

(4) Establish guidelines for the delegation of certain administrative functions as necessary for the administration of the workers' compensation program to executive branch agencies, as defined in this section.

(b) Technical Assistance. – OSHR shall do the following:

(1) Provide consultative and technical services, including environmental, health, and safety training to assist executive branch agencies in establishing and administering their workplace environmental, health, and safety programs and to address specific technical problems through risk management and mitigation.

(2) Monitor compliance with this Article. (2026-40, s. 1.)

§ 126A-13-4. Executive branch agency safety and health committees.

OSHR shall create, pursuant to guidelines adopted under subsection (a) of G.S. 126A-13-3, committees to perform workplace inspections, review injury and illness records, make advisory recommendations to the agency's managers, and perform other functions determined by OSHR to be necessary for the effective implementation of this Article. (2026-40, s. 1.)