

Burgos, Alexander N

Subject: FW: Periodic Review - 13 NCAC 07A,07F.07G;12

From: Snyder, Ashley B <ashley.snyder@labor.nc.gov>
Sent: Tuesday, July 7, 2026 3:46 PM
To: Wiggs, Travis C <travis.wiggs@oah.nc.gov>; Julie B. Eddins <julie.eddins@oah.nc.gov>
Cc: Burgos, Alexander N <alexander.burgos@oah.nc.gov>
Subject: RE: Periodic Review - 13 NCAC 07A,07F.07G;12

Sounds good. Thank you!

Ashley Snyder
General Counsel
NC Department of Labor

General Counsel's Office: 919-707-7713
Direct: 919-707-7715

1101 Mail Service Center
Raleigh, NC 27699-1101
Ashley.Snyder@labor.nc.gov

From: Wiggs, Travis C <travis.wiggs@oah.nc.gov>
Sent: Tuesday, July 7, 2026 3:42 PM
To: Snyder, Ashley B <ashley.snyder@labor.nc.gov>; Julie B. Eddins <julie.eddins@oah.nc.gov>
Cc: Burgos, Alexander N <alexander.burgos@oah.nc.gov>
Subject: Re: Periodic Review - 13 NCAC 07A,07F.07G;12

Thank you, Ashley.

I will recommend that the RRC approve our agreed upon readoption deadline of **November 1, 2031** at the RRC meeting on July 30, 2026.

Please let me know if you have any questions.

Thanks,

Travis C. Wiggs
Rules Review Commission Counsel
Office of Administrative Hearings
Telephone: 984-236-1929
Email: travis.wiggs@oah.nc.gov

Burgos, Alexander N

Subject: FW: Periodic Review - 13 NCAC 07A,07F.07G;12
Attachments: Letter to RRC - Readoption Timeline 13 NCAC 07, 12.pdf

From: Snyder, Ashley B <ashley.snyder@labor.nc.gov>
Sent: Tuesday, July 7, 2026 1:31 PM
To: Wiggs, Travis C <travis.wiggs@oah.nc.gov>; Julie B. Eddins <julie.eddins@oah.nc.gov>
Cc: Burgos, Alexander N <alexander.burgos@oah.nc.gov>
Subject: RE: Periodic Review - 13 NCAC 07A,07F.07G;12

Travis,

See attached requesting a November 1, 2031 readoption deadline. Please let me know if you need any additional information.

Thanks,

Ashley Snyder
General Counsel
NC Department of Labor

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LUKE FARLEY
COMMISSIONER

ASHLEY SNYDER
GENERAL COUNSEL

July 7, 2026

Travis Wiggs
Commission Counsel
Rules Review Commission
Via email only: Travis.Wiggs@oah.nc.gov

Dear Mr. Wiggs:

The Department of Labor is committed to a substantive review of its existing rules during the decennial review process. The Department of Labor intends to use the periodic review process as an opportunity to modernize outdated rules and establish balanced, common-sense solutions to any regulations that are unduly burdensome on businesses operating in this State while also protecting worker safety.

The Department notes the following readoption deadlines already approved by the Rules Review Commission:

13 NCAC 15 and 20 (76 rules)	January 1, 2027
13 NCAC 01, 04, 06, 13, 16, 17, and 19 (145 rules)	April 1, 2030

Now, the Commission is considering the readoption deadline for 13 NCAC 07 and 12 (125 rules). These rules govern administration of the Occupational Safety and Health Act, the Wage and Hour Act, and compliance with E-Verify. Due to the subject matter of the rules, the Department anticipates numerous fiscal notes may be required. The Department has two in-house attorneys to draft all rules and fiscal notes in addition to the Department's other legal needs. As a result, and with other readoption timelines in mind, the Department proposes a readoption deadline of November 1, 2031.

- The Department will file 13 NCAC 01, 04, 06, 13, 16, 17, and 19 for publication in the Register in November 2029. Due to having two in-house attorneys, the Department plans to focus on one rulemaking "group" at a time to balance workloads while providing a meaningful and substantive review of the rules.
- November 2029 – May 2030: Review existing rules and draft rule updates.
- May 2030 – October 2030: Draft fiscal notes.
- October 2030 – April 2031: Timeline for OSBM review and certification.
- May 2031: File for Register.

- May 2031 – October 2031: Permanent Rulemaking, including a 60-day public comment period. RRC review is anticipated in October 2031.
- November 1, 2031: Readoption Deadline.

Sincerely,

A handwritten signature in black ink that reads "Ashley Snyder". The script is cursive and fluid, with the first letters of the first and last names being capitalized and prominent.

Ashley Snyder
General Counsel

Burgos, Alexander N

From: Snyder, Ashley B
Sent: Monday, May 4, 2026 3:35 PM
To: Wiggs, Travis C; Julie B. Eddins
Cc: Burgos, Alexander N
Subject: RE: Periodic Review - 13 NCAC 07A,07F.07G;12

Thanks, Travis. I'll get back to you.

Ashley Snyder
General Counsel
NC Department of Labor

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Direct: 919-707-7715

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From: Wiggs, Travis C <travis.wiggs@oah.nc.gov>
Sent: Monday, May 4, 2026 11:34 AM
To: Julie B. Eddins <julie.eddins@oah.nc.gov>; Snyder, Ashley B <ashley.snyder@labor.nc.gov>
Cc: Burgos, Alexander N <alexander.burgos@oah.nc.gov>
Subject: Re: Periodic Review - 13 NCAC 07A,07F.07G;12

Good morning,

The attached periodic review report has been finalized. The next step is to set a deadline for the readoption of the "Necessary" rules. Pursuant to G.S. 150B-21.3A and 26 NCAC 05 .0212, the RRC sets this deadline after consultation with the agency, and this email serves as the RRC's request for that consultation. Please review 26 NCAC 05 .0212 for the information required to be submitted to the RRC, and the deadlines for doing so.

The deadline for your agency to provide this information is **July 7, 2026**. As a starting point, I'm proposing a few readoption deadlines options for your consideration: **May 1, 2030 or June 1, 2030**. I am open to considering a different readoption deadline based on the needs of your agency.

Please reply to confirm receipt of this email. Let me know if you have any questions.

Travis C. Wiggs
Rules Review Commission Counsel
Office of Administrative Hearings
Telephone: 984-236-1929
Email: travis.wiggs@oah.nc.gov

From: Julie B. Eddins <julie.eddins@oah.nc.gov>
Sent: Friday, May 1, 2026 2:59 PM
To: Snyder, Ashley B <ashley.snyder@labor.nc.gov>
Cc: Wiggs, Travis C <travis.wiggs@oah.nc.gov>
Subject: Periodic Review - 13 NCAC 07A,07F.07G;12

Good afternoon,

The determinations in the attached periodic review report for 13 NCAC 07A,07F.07G;12 were effective April 29, 2026. Commission Counsel Travis Wiggs will reach out to you to discuss setting the readoption date.

Please Note: pursuant to 26 NCAC 05 .0212 your agency's 60-day timeline does not begin until you receive communication from a staff attorney.

Let me know if you have any questions.

Julie B. Eddins

Publications Coordinator

NC Office of Administrative Hearings

Phone 984-236-1937 (direct)

julie.eddins@oah.nc.gov



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