

North Carolina Department of Labor  
Division of Occupational Safety and Health  
Raleigh, North Carolina

Field Information System  
SN/OPN

Operational Procedure  
Notice 105B

Date: July 11, 1996

Subject: Revisions to the Bureau of Compliance Operations Manual Chapter VI -  
Clarification of Assessment of Good Faith Credit for Cooperative Employer

A. Purpose.

This OPN communicates a revision to the Penalties Chapter.

B. Action.

The revision of Chapter VI, Penalties, effective 5/1/96, should be placed in your Operations Manual. These procedures should be utilized for administering civil penalties for violations of the Act.

C. Discussion.

The revision of Chapter VI is meant to clarify those instances in which the 10% employer cooperation penalty adjustment factor allowed under good faith should be applied. It was intended that the new penalty procedures allow a penalty adjustment for cooperative behavior which should apply to all violations regardless of classification. This penalty reduction is established as an incentive for an employer to cooperate during an inspection. The redated pages of the revised document reflect the delayed effective date as established in OPN 105A.

7/11/96

Date

  
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Charles N. Jeffress  
Director