

1 25 NCAC 01E .1903 is proposed for adoption under temporary procedures as follows:

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3 **25 NCAC 01E .1903 ELIGIBILITY FOR PAID PARENTAL LEAVE**

4 (a) This Section applies to all agency employees subject to G.S. 126-8.6, whether or not those employees are exempt
5 from other sections of the State Human Resources Act.

6 (b) Employees may receive paid parental leave under this Section only if they are in a permanent, time-limited, or
7 probationary appointment. Temporary employees are not eligible for paid parental leave under this Section.

8 (c) An agency shall allow an employee to take paid parental leave under this Section only if, at the time of the
9 qualifying event, the employee meets each of the following conditions.

10 (1) For the immediate 12 preceding months, the employee has been employed without a break in
11 service as defined by 25 NCAC 01D .0114 in a permanent, time-limited, or probationary
12 appointment by:

13 (A) the State of North Carolina agencies, departments, and institutions, including without
14 limitation the University of North Carolina;

15 (B) public school units that provide paid parental leave in accordance with G.S. 126-8.6; or

16 (C) community college institutions of the State of North Carolina,
17 aggregating employment at any of these employers.

18 (2) The employee has been in pay status with:

19 (A) the State of North Carolina agencies, departments, and institutions, including without
20 limitation the University of North Carolina;

21 (B) public school units that provide paid parental leave in accordance with G.S. 126-8.6; or

22 (C) community college institutions of the State of North Carolina,

23 for at least 1,040 hours, aggregating employment at any of these employers, during the previous
24 12-month period.

25 (d) This Section applies to requests for paid parental leave related to qualifying events occurring on or after July 1,
26 2023.

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28 *History Note: Authority G.S. 126-8.6;*

29 *Temporary Adoption Eff. [date of adoption].*