

G.S. 150B-21.3A Report for 25 NCAC 01E, EMPLOYEE BENEFITS							
Agency - State Human Resources Commission							
Comment Period - March 25, 2025 to May 24, 2025							
Date Submitted to APO - Filled in by RRC staff							
Subchapter	Rule Section	Rule Citation	Rule Name	Date and Last Agency Action on the Rule	Agency Determination [150B-21.3A(c)(1)a]	Required to Implement or Conform to Federal Regulation [150B-21.3A(d1)]	Federal Regulation Citation
SUBCHAPTER 01E - EMPLOYEE BENEFITS	SECTION .0100 - LEAVE: GENERAL PROVISIONS	25 NCAC 01E .0101	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0103	LEAVE OFFSETTING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .0200 - VACATION LEAVE	25 NCAC 01E .0203	VACATION LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0204	TOTAL STATE SERVICE DEFINED	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0205	MAXIMUM ACCUMULATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0206	ADVANCEMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0207	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0208	LEAVE TRANSFERABLE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0210	SEPARATION: PAYMENT OF VACATION LEAVE	Amended Eff. February 1, 2020	Necessary	No	n/a

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		25 NCAC 01E .0211	LEAVE RECORDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0212	SPECIAL LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0216	ACCOUNTING FOR CREDITABLE SERVICE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .0300 - SICK LEAVE	25 NCAC 01E .0301	SICK LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0302	ACCUMULATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0303	ADVANCEMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0304	VERIFICATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0305	USE OF SICK LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .0308	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0309	SICK LEAVE TRANSFERABLE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0311	SEPARATION	Amended Eff. July 1, 2020	Necessary	No	n/a
		25 NCAC 01E .0312	REINSTATEMENT OF SICK LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0314	SICK LEAVE WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0315	LEAVE RECORDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0317	DEFINITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .0700 - WORKER'S COMPENSATION LEAVE	25 NCAC 01E .0704	COVERAGE	Amended Eff. July 1, 2019	Necessary	No	n/a
		25 NCAC 01E .0705	ADMINISTRATION	Amended Eff. July 1, 2019	Necessary	No	n/a
		25 NCAC 01E .0707	USE OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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	SECTION .0800 - MILITARY LEAVE	25 NCAC 01E .0802	MILITARY LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0804	PERIODS OF ENTITLEMENT FOR ALL RESERVE COMPONENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0805	ADDITIONAL PERIODS OF ENTITLEMENT FOR RESERVE COMPONENTS OF THE UNITED STATES ARMED FORCES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0809	RETENTION AND CONTINUATION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0817	RETENTION AND CONTINUATION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0818	REINSTATEMENT FROM LEAVE WITHOUT PAY FOR MILITARY SERVICE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0820	PERIODS OF ENTITLEMENT FOR MEMBERS OF THE STATE DEFENSE MILITIA	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0821	PERIODS OF ENTITLEMENT FOR CIVIL AIR PATROL	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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	SECTION .0900 – HOLIDAYS	25 NCAC 01E .0901	APPROVED HOLIDAYS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0902	RELIGIOUS OBSERVANCES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0903	SCHEDULING HOLIDAYS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0904	TIME ALLOWED OFF	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0905	ALTERNATIVE HOLIDAY SCHEDULES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0907	WEEKENDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .0908	ELIGIBILITY	Amended Eff. May 1, 2021	Necessary	No	n/a
		25 NCAC 01E .0909	FOUR-DAY WORKWEEKS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1000 - MISCELLANEOUS LEAVE	25 NCAC 01E .1001	JURY DUTY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .1002	COURT ATTENDANCE OR JOB RELATED PROCEEDING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1004	LEAVE: EMPLOYEE TRANSFER	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1005	ADVERSE WEATHER AND EMERGENCY CLOSINGS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1006	COMPENSATORY TIME	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1009	OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1010	NON-DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1011	DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1100 - OTHER TYPES OF LEAVE WITHOUT PAY	25 NCAC 01E .1101	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .1102	MAXIMUM AMOUNT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1103	EMPLOYEE RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1104	AGENCY RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1105	RETENTION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1110	SPECIAL PROV/PARENTAL LEAVE/EMPL NOT ELIGIBLE/FAMILY/MEDICAL LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1111	EXTENDED LEAVE WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1300 - VOLUNTARY SHARED LEAVE PROGRAM	25 NCAC 01E .1302	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1303	ADMINISTRATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .1304	QUALIFYING TO PARTICIPATE IN VOLUNTARY SHARED LEAVE PROGRAM	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1305	DONOR GUIDELINES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1306	LEAVE ACCOUNTING PROCEDURES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1400 - FAMILY AND MEDICAL LEAVE	25 NCAC 01E .1401	PURPOSE AND SCOPE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1402	ELIGIBLE EMPLOYEES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1404	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1406	AGENCY RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1407	EMPLOYEE RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .1412	FAMILY ILLNESS LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1600 – VOLUNTEER SERVICE AND CHILD INVOLVEMENT LEAVE	25 NCAC 01E .1601	PURPOSE	Amended Eff. November 1, 2020	Necessary	No	n/a
		25 NCAC 01E .1602	DEFINITIONS	Amended Eff. November 1, 2020	Necessary	No	n/a
		25 NCAC 01E .1603	COVERED EMPLOYEES AND LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1604	USES OF VOLUNTEER SERVICE AND CHILD INVOLVEMENT LEAVE	Amended Eff. November 1, 2020	Necessary	No	n/a
		25 NCAC 01E .1605	LEAVE ADMINISTRATION	Amended Eff. November 1, 2020	Necessary	No	n/a
		25 NCAC 01E .1607	SPECIAL LEAVE PROVISIONS	Amended Eff. November 1, 2020	Necessary	No	n/a
	SECTION .1800 - INCENTIVE LEAVE	25 NCAC 01E .1801	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1802	DEFINITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1803	RECRUITMENT DOCUMENTATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a

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		25 NCAC 01E .1804	ELIGIBILITY REQUIREMENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1805	AMOUNT OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1806	RELATIONSHIP TO OTHER LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1807	CARRY-OVER AND PAYMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1808	TRANSFER	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
		25 NCAC 01E .1809	USE OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a
	SECTION .1900 – PAID PARENTAL LEAVE	25 NCAC 01E .1901	DEFINITIONS	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1902	RELATIONSHIP TO OTHER RULES AND POLICIES	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1903	ELIGIBILITY FOR PAID PARENTAL LEAVE	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1904	LEAVE AVAILABLE TO FULL-TIME EMPLOYEES	Eff. August 1, 2024	Necessary	No	n/a

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		25 NCAC 01E .1905	LEAVE AVAILABLE TO PART-TIME EMPLOYEES	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1906	USE OF OTHER LEAVE	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1907	REQUESTING USE OF PAID PARENTAL LEAVE	Eff. August 1, 2024	Necessary	No	n/a
		25 NCAC 01E .1908	LEAVE ADMINISTRATION	Eff. August 1, 2024	Necessary	No	n/a