

G.S. 150B-21.3A Report for 25 NCAC 01J, EMPLOYEE RELATIONS

Agency - State Human Resources Commission

Comment Period - December 2, 2025 to January 31, 2026

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	Public Comment Received [150B-21.3A(c)(1)]	Agency Determination Following Public Comment [150B-21.3A(c)(1)]
SUBCHAPTER 1J - EMPLOYEE RELATIONS	SECTION .0600 - DISCIPLINARY ACTION: SUSPENSION AND DISMISSAL	25 NCAC 01J .0603	APPEALS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0604	JUST CAUSE FOR DISCIPLINARY ACTION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0605	DISMISSAL FOR UNSATISFACTORY PERFORMANCE OF DUTIES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0606	DISMISSAL FOR GROSSLY INEFFICIENT JOB PERFORMANCE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0608	DISMISSAL FOR PERSONAL CONDUCT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0610	WRITTEN WARNING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0611	DISCIPLINARY SUSPENSION WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0612	DEMOTION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0613	PROCEDURAL REQUIREMENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0614	DEFINITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0615	INVESTIGATORY LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .0616	CREDENTIALS	Eff. April 1, 2015	Necessary	No	n/a	No	Necessary

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		25 NCAC 01J .0617	DISCRIMINATION AND RETALIATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
	SECTION .1100 - UNLAWFUL WORKPLACE HARRASSMENT	25 NCAC 01J .1101	UNLAWFUL WORKPLACE HARASSMENT AND RETALIATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
	SECTION .1300 - EMPLOYEE APPEALS AND GRIEVANCE PROCESS	25 NCAC 01J .1302	GENERAL AGENCY GRIEVANCE PROCEDURE REQUIREMENTS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1303	AGENCY AND UNIVERSITY GRIEVANCE REPORTS AND DATA ENTRY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1304	SETTLEMENTS/CONSENT AGREEMENTS IN GRIEVANCES, CONTESTED CASES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1305	OFFICE OF STATE HUMAN RESOURCES REVIEW AND APPROVAL OF FINAL AGENCY DECISION (FAD)	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1306	BACK PAY	Amended Eff. July 1, 2020	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1307	FRONT PAY	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1308	LEAVE	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1309	HEALTH INSURANCE	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1310	INTEREST	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1311	REINSTATEMENT	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1312	CAUSES FOR REINSTATEMENT	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1313	SUSPENSION WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1314	DISCRIMINATION, HARASSMENT, OR RETALIATION	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1315	VOLUNTARY PROGRAMS OR BENEFITS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1316	REMEDIES FOR PROCEDURAL VIOLATIONS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1317	REMEDIES: SALARY ADJUSTMENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary

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		25 NCAC 01J .1318	CERTAIN REMEDIES NOT AVAILABLE	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1319	SITUATIONS IN WHICH ATTORNEY'S FEES MAY BE AWARDED	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary
		25 NCAC 01J .1320	ATTORNEY'S FEES MAY BE AWARDED AS A RESULT OF A SETTLEMENT	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary