

G.S. 150B-21.3A Report for 25 NCAC 01E, EMPLOYEE BENEFITS									
Agency - Office of State Human Resources									
Comment Period - 4/21/16-6/20/16									
Date Submitted to APO - Filled in by RRC staff									
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SUBCHAPTER 1E - EMPLOYEE BENEFITS	SECTION .0100 - LEAVE: GENERAL PROVISIONS	25 NCAC 01E .0101	POLICY	Amended Eff. January 1, 1983	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0103	LEAVE OFFSETTING	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0203	VACATION LEAVE CREDITS	Amended Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .0200 - VACATION LEAVE	25 NCAC 01E .0204	TOTAL STATE SERVICE DEFINED	Amended Eff. April 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0205	MAXIMUM ACCUMULATION	Amended Eff. December 1, 1993	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0206	ADVANCEMENT	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0207	LEAVE CHARGES	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0208	LEAVE TRANSFERABLE	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0210	SEPARATION: PAYMENT OF VACATION LEAVE	Amended Eff. December 1, 2008	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0211	LEAVE RECORDS	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0212	SPECIAL LEAVE	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0216	ACCOUNTING FOR CREDITABLE SERVICE	Eff. July 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0301	SICK LEAVE CREDITS	Amended Eff. November 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest

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		25 NCAC 01E .0302	ACCUMULATION	Eff. February 1, 1976	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0303	ADVANCEMENT	Amended Eff. January 1, 1983	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0304	VERIFICATION	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0305	USE OF SICK LEAVE	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0308	LEAVE CHARGES	Amended Eff. August 1, 1985	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0309	SICK LEAVE TRANSFERABLE	Amended Eff. December 1, 1988	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0311	SEPARATION	Amended Eff. December 1, 2007	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0312	REINSTATEMENT OF SICK LEAVE	Amended Eff. July 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0314	SICK LEAVE WITHOUT PAY	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0315	LEAVE RECORDS	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0317	DEFINITIONS	Eff. July 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .0700 - WORKER'S COMPENSATION LEAVE	25 NCAC 01E .0704	COVERAGE	Eff. November 1, 1987	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0705	ADMINISTRATION	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0707	USE OF LEAVE	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0709	RETURN TO WORK	Amended Eff. October 1, 2004	Unnecessary	No		No	Unnecessary
		25 NCAC 01E .0710	REFUSAL OF SUITABLE EMPLOYMENT	Amended Eff. December 1, 1993	Unnecessary	No		No	Unnecessary

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	SECTION .0800 - MILITARY LEAVE	25 NCAC 01E .0802	MILITARY LEAVE	Amended Eff. April 1, 2003	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0804	PERIODS OF ENTITLEMENT FOR ALL RESERVE COMPONENTS	Amended Eff. October 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0805	ADDITIONAL PERIODS OF ENTITLEMENT FOR RESERVE COMPONENTS OF THE UNITED STATES ARMED FORCES	Amended Eff August 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0809	RETENTION AND CONTINUATION OF BENEFITS	Amended Eff. August 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0817	RETENTION AND CONTINUATION OF BENEFITS	Amended Eff. April 1, 2003	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0818	REINSTATEMENT FROM LEAVE WITHOUT PAY FOR MILITARY SERVICE	Amended Eff. April 1, 2003	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0820	PERIODS OF ENTITLEMENT FOR MEMBERS OF THE STATE DEFENSE MILITIA	Eff. October 1,1992	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
		25 NCAC 01E .0821	PERIODS OF ENTITLEMENT FOR CIVIL AIR PATROL	Recodified from 25 NCAC 01E .0806 Eff. December 29, 2003	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-353	No	Necessary without substantive public interest
	SECTION .0900 – HOLIDAYS	25 NCAC 01E .0901	APPROVED HOLIDAYS	Amended Eff. April 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0902	RELIGIOUS OBSERVANCES	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0903	SCHEDULING HOLIDAYS	Amended Eff. February 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0904	TIME ALLOWED OFF	Amended Eff. February 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0905	ALTERNATIVE HOLIDAY SCHEDULES	Amended Eff. January 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0907	WEEKENDS	Amended Eff. April 1, 1982	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0908	ELIGIBILITY	Amended Eff. February 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .0909	FOUR - DAY WORKWEEKS	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .1000 - MISCELLANEOUS LEAVE	25 NCAC 01E .1001	JURY DUTY	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1002	COURT ATTENDANCE OR JOB RELATED PROCEEDING	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest

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		25 NCAC 01E .1004	LEAVE: EMPLOYEE TRANSFER	Amended Eff. January 1, 2005	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1005	ADVERSE WEATHER AND EMERGENCY CLOSINGS	Amended Eff. January 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1006	COMPENSATORY Time	Amended Eff. August 1, 2009	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1009	OTHER MANAGEMENT APPROVED LEAVE	Eff. May 1, 2010	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1010	NON-DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Eff. May 1, 2010	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1011	DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Eff. May 1, 2010	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .1100 - OTHER TYPES OF LEAVE WITHOUT PAY	25 NCAC 01E .1101	POLICY	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1102	MAXIMUM AMOUNT	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1103	EMPLOYEE RESPONSIBILITY	Amended Eff. December 1, 1988	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1104	AGENCY RESPONSIBILITY	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1105	RETENTION OF BENEFITS	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1110	SPECIAL PROV/PARENTAL LEAVE/EMPL NOT ELIGIBLE/FAMILY/MEDICAL LEAVE	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1111	EXTENDED LEAVE WITHOUT PAY	Amended Eff. October 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1112	SHORT LEAVE WITHOUT PAY	Amended Eff. October 1, 2004	Unnecessary	No		No	Unnecessary
	SECTION .1300 - VOLUNTARY SHARED LEAVE PROGRAM	25 NCAC 01E .1302	POLICY	Amended Eff. February 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1303	ADMINISTRATION	Amended Eff. December 1, 2007	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1304	QUALIFYING TO PARTICIPATE IN VOLUNTARY SHARED LEAVE PROGRAM	Amended Eff. December 1, 2007	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1305	DONOR GUIDELINES	Amended Eff. February 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1306	LEAVE ACCOUNTING PROCEDURES	Amended Eff. December 1, 2007	Necessary without substantive public interest	No		No	Necessary without substantive public interest

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	SECTION .1400 - FAMILY AND MEDICAL LEAVE	25 NCAC 01E .1401	PURPOSE AND SCOPE	Amended Eff. December 1, 2007	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-3	No	Necessary without substantive public interest
		25 NCAC 01E .1402	ELIGIBLE EMPLOYEES	Amended Eff. October 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-3	No	Necessary without substantive public interest
		25 NCAC 01E .1404	LEAVE CHARGES	Amended Eff. October 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-3	No	Necessary without substantive public interest
		25 NCAC 01E .1406	AGENCY RESPONSIBILITY	Amended Eff. October 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-3	No	Necessary without substantive public interest
		25 NCAC 01E .1407	EMPLOYEE RESPONSIBILITY	Amended Eff. October 1, 2004	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	P.L. 103-3	No	Necessary without substantive public interest
		25 NCAC 01E .1412	FAMILY ILLNESS LEAVE	Eff. December 1, 2003	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .1600 - COMMUNITY SERVICES LEAVE	25 NCAC 01E .1601	COMMUNITY SERVICE LEAVE PURPOSE	Amended Eff. April 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1602	DEFINITIONS	Amended Eff. April 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1603	COVERED EMPLOYEES AND LEAVE CREDITS	Amended Eff. May 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1604	USES OF COMMUNITY SERVICE LEAVE	Amended Eff. August 1, 2010	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1605	COMMUNITY SERVICE LEAVE ADMINISTRATION	Amended Eff. April 1, 2015	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1607	SPECIAL LEAVE PROVISIONS	Eff. August 1, 2004	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	SECTION .1800 - INCENTIVE LEAVE	25 NCAC 01E .1801	POLICY	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1802	DEFINITIONS	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1803	RECRUITMENT DOCUMENTATION	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1804	ELIGIBILITY REQUIREMENTS	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1805	AMOUNT OF LEAVE	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1806	RELATIONSHIP TO OTHER LEAVE	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1807	CARRY-OVER AND PAYMENT OF LEAVE	Eff. January 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1808	TRANSFER	Eff. February 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest
		25 NCAC 01E .1809	USE OF LEAVE	Eff. February 1, 2011	Necessary without substantive public interest	No		No	Necessary without substantive public interest