

**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 - June 26, 2026

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)]	RRC Determination of Public Comments [150B-21.3A(c)(2)]	RRC Final Determination of Status of Rule for Report to APO [150B-21.3A(c)(2)]	OAH Next Steps		
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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		25 NCAC 01J .0616	CREDENTIALS	Eff. April 1, 2015	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt		
		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	No comments with merit	Necessary and must be readopted	Agency must readopt		
		SECTION .1100 - UNLAWFUL WORKPLACE HARASSMENT SECTION .1300 - EMPLOYEE APPEALS AND GRIEVANCE PROCESS		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	No comments with merit	Necessary and must be readopted	Agency must readopt
				25 NCAC 01J .1302	GENERAL AGENCY GRIEVANCE PROCEDURE REQUIREMENTS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
				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	No comments with merit	Necessary and must be readopted	Agency must readopt
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	No comments with merit	Necessary and must be readopted	Agency must readopt		
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	No comments with merit	Necessary and must be readopted	Agency must readopt		
25 NCAC 01J .1306	BACK PAY			Amended Eff. July 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt		
25 NCAC 01J .1307	FRONT PAY			Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt		
25 NCAC 01J .1308	LEAVE			Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt		

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		25 NCAC 01J .1309	HEALTH INSURANCE	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1310	INTEREST	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1311	REINSTATEMENT	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1312	CAUSES FOR REINSTATEMENT	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		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	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1314	DISCRIMINATION, HARASSMENT, OR RETALIATION	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1315	VOLUNTARY PROGRAMS OR BENEFITS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1316	REMEDIES FOR PROCEDURAL VIOLATIONS	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		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	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1318	CERTAIN REMEDIES NOT AVAILABLE	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01J .1319	SITUATIONS IN WHICH ATTORNEY'S FEES MAY BE AWARDED	Readopted Eff. April 1, 2018	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		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	No comments with merit	Necessary and must be readopted	Agency must readopt