

§ 126A-7-2. Paid parental leave.

- (a) Definitions. – The following definitions apply in this section:
 - (1) Child. – A newborn biological child or a newly placed adopted, foster, or otherwise legally placed child under the age of 18 whose parent is an employee eligible for leave under subsection (b) of this section.
 - (2) Reserved for future codification purposes.
 - (3) Parent. – Includes a parent by adoption, foster care, or another legal placement.
 - (4) Qualifying event. – When an employee becomes a parent to a child.
- (b) Any eligible full-time employee subject to this section may take up to 12 weeks of paid leave after a qualifying event.
- (c) The Commission shall establish policies that provide for the following:
 - (1) A part-time employee subject to this section shall be able to take a prorated amount of paid leave, not to exceed 12 weeks, after a qualifying event.
 - (2) A period of minimum service before an employee becomes eligible for paid leave under this section that credits employees for aggregate service in an executive branch agency, public school, or community college.
 - (3) A maximum number of uses of paid parental leave within a 12-month period.
 - (4) Available leave amounts following a miscarriage or death of a child during birth.
- (d) The paid parental leave authorized by this section is available without exhaustion of the employee's sick and vacation leave and is awarded in addition to shared leave under G.S. 126A-7-20 or other leave authorized by federal or State law. Paid parental leave has no cash value upon separation from employment and shall not be used in the calculation of an employee's retirement benefits.
- (e) Local boards of education and boards of trustees of community colleges shall adopt policies substantially equivalent to those adopted by the Commission. (2026-40, s. 1.)