

April 5, 2001

S 1090. STATE EMPLOYEE FMLA. CLARIFYING STATE EMPLOYEES' ELIGIBILITY FOR FAMILY AND MEDICAL LEAVE BENEFITS. Adds new GS 126-8.4 (family and medical leave for State employees subject to GS Ch. 126). Provides that eligible employees are entitled to a total of 12 workweeks of leave during any 12-month period (1) to care for child before and after birth within 12 months of birth, (2) to care for child placed with employee for adoption within 12 months of placement, (3) to care for employee's child, spouse, or parent where that person has a serious health condition, or (4) because employee has a serious health conditions that makes employee unable to perform functions of employee's position. Provides that only employees who are in pay status for at least 12 months and employed by the state for at least 1,040 hours of service during the previous 12-months period are eligible for leave. Prohibits any discrimination or retaliation against any employee for exercise, or attempt to exercise, any right provided by act. Amends GS 126-34.1 list of grounds for contested case under the State Personnel Act to add new ground of denial of eligible employee is request for this leave or discharging, demoting, transferring, or retaliating against employee for exercising rights under GS 126-8.4 Amends GS 126-5 to provide that act's provisions apply to all state employees, including those who would otherwise be exempted under GS 126-5 (c) through (c8).

Intro. by Miller.

Ref. to Appropriations	GS 126
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