

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2005

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SENATE DRS65249-LR-99 (03/14)

Short Title: UNC Nonfaculty Leave.

(Public)

Sponsors: Senator Kinnaird.

Referred to:

A BILL TO BE ENTITLED

AN ACT AUTHORIZING THE UNIVERSITY OF NORTH CAROLINA TO PROVIDE TO ITS NONFACULTY EMPLOYEES THE SAME PARENTAL LEAVE AND DISABILITY LEAVE BENEFITS AS THOSE PROVIDED TO THE FACULTY.

The General Assembly of North Carolina enacts:

SECTION 1. Article 1 of Chapter 116 of the General Statutes is amended by adding a new section to read:

"§ 116-43.6. Parental and disability leave for nonfaculty employees.

(a) The Board of Governors, in cooperation with the State Personnel Commission, shall adopt rules and policies regarding serious illness, major disability, and parental leave for nonfaculty employees who are either exempt or subject to Chapter 126 of the General Statutes, the State Personnel Act. The rules and policies shall have substantially the same effect as those adopted for faculty in the event of serious illness, major disability, and parental leave. At a minimum, the rules and policies shall provide for the following under appropriate circumstances:

- (1) Up to 60 calendar days of paid leave in a 52-week period for serious injury or major disability of an employee's spouse or domestic partner that requires the employee's care.
- (2) Up to 15 weeks of paid leave within a 12-month period for the birth or adoption of a child.
- (3) Up to 12 weeks of unpaid leave in a 52-week period for serious illness or major disability or for parental purposes."

SECTION 2. This act is effective when it becomes law.