

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2005**

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**SENATE BILL 1026**

Short Title: UNC Nonfaculty Leave.

(Public)

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Sponsors: Senator Kinnaird.

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Referred to: Appropriations/Base Budget.

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March 24, 2005

1                                   A BILL TO BE ENTITLED  
2 AN ACT AUTHORIZING THE UNIVERSITY OF NORTH CAROLINA TO  
3 PROVIDE TO ITS NONFACULTY EMPLOYEES THE SAME PARENTAL  
4 LEAVE AND DISABILITY LEAVE BENEFITS AS THOSE PROVIDED TO  
5 THE FACULTY.

6 The General Assembly of North Carolina enacts:

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

9 "**§ 116-43.6. Parental and disability leave for nonfaculty employees.**

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

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

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