

## SECTION .1900 – PAID PARENTAL LEAVE

### 25 NCAC 01E .1901 DEFINITIONS

For the purposes of this Section, the following definitions shall apply:

- (1) "Agency" means any State agency, department, institution, office, board, or commission, including institutions and offices of the University of North Carolina, but excluding the legislative branch, the judicial branch, community college institutions, and public schools.
- (2) "Child" means a child as defined at G.S. 126-8.6(a)(1).
- (3) "Parent" means:
  - (a) the mother or father of a child through birth or legal adoption; or
  - (b) an individual who cares for a child through foster or other legal placement under the direction of a government authority.
- (4) "Qualifying event" means when an employee becomes a parent to a child.

*History Note:* Authority G.S. 126-5(c19); 126-8.6;  
Temporary Adoption Eff. August 25, 2023;  
Eff. August 1, 2024.