

25 NCAC 01E .1903 ELIGIBILITY FOR PAID PARENTAL LEAVE

(a) This Section applies to all agency employees subject to G.S. 126-8.6, whether or not those employees are exempt from other sections of the State Human Resources Act.

(b) Employees may receive paid parental leave under this Section only if they are in a permanent, time-limited, or probationary appointment. Temporary employees are not eligible for paid parental leave under this Section.

(c) An agency shall allow an employee to take paid parental leave under this Section only if, at the time of the qualifying event, the employee meets each of the following conditions.

(1) For the immediate 12 preceding months, the employee has been employed without a break in service as defined by 25 NCAC 01D .0114 in a permanent, time-limited, or probationary appointment, aggregating employment at any of these employers:

(A) the State of North Carolina agencies, departments, and institutions, including without limitation the University of North Carolina;

(B) public school units that provide paid parental leave in accordance with G.S. 126-8.6; or

(C) community college institutions of the State of North Carolina.

(2) The employee has been in pay status for at least 1,040 hours during the previous 12-month period, aggregating employment at any of these employers:

(A) the State of North Carolina agencies, departments, and institutions, including without limitation the University of North Carolina;

(B) public school units that provide paid parental leave in accordance with G.S. 126-8.6; or

(C) community college institutions of the State of North Carolina.

(d) This Section applies to requests for paid parental leave related to qualifying events occurring on or after July 1, 2023.

*History Note: Authority G.S. 126-8.6;
Temporary Adoption Eff. August 25, 2023;
Temporary Adoption Eff. December 22, 2023;
Eff. August 1, 2024.*