

**25 NCAC 01J .1315 VOLUNTARY PROGRAMS OR BENEFITS**

Voluntary programs and benefits are the choice of the employee and the employee's financial responsibility. Voluntary benefits and programs include 401K programs, voluntary health and life insurance programs, or deferred compensation. Voluntary programs and benefits shall not be addressed by any remedy under these Rules or G.S. 126. To the extent that retroactive coverage or membership shall be available, the grievant is responsible for initiating any necessary action against any third party to obtain such benefits.

*History Note: Authority G.S. 126-4(9); 126-34.02;  
Temporary Adoption Eff. May 23, 2014;  
Eff. April 1, 2015;  
Readopted Eff. April 1, 2018.*