

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

H

1

HOUSE BILL 996

Short Title: State Employees/Give 3-Days Bereavement Leave. (Public)

Sponsors: Representatives Hawkins, Riddell, Alston, and K. Baker (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Pensions and Retirement, if favorable, Rules, Calendar, and Operations of the House

May 6, 2024

A BILL TO BE ENTITLED

AN ACT PROVIDING UP TO THREE CONSECUTIVE WORKDAYS OF PAID BEREAVEMENT LEAVE TO STATE EMPLOYEES ON DEATH OF AN IMMEDIATE FAMILY MEMBER AND APPROPRIATING FUNDS FOR THAT PURPOSE.

The General Assembly of North Carolina enacts:

SECTION 1.(a) Effective July 1, 2024, Article 2 of Chapter 126 of the General Statutes is amended by adding a new section to read:

"§ 126-8.7. Paid bereavement leave for death of immediate family member.

(a) The State Human Resources Commission (Commission) shall adopt rules and policies to provide that a permanent, probationary, or time-limited full-time State employee shall be granted up to three consecutive workdays of paid bereavement leave on the death of any member of the employee's immediate family. For the purposes of this section, "immediate family member" means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships.

(b) The Commission shall adopt rules and policies to provide that a permanent, probationary, or time-limited part-time State employee shall be granted a prorated amount of paid bereavement leave on an equitable basis.

(c) The rules and policies adopted by the Commission shall include the following requirements, at a minimum:

(1) That an employee requesting paid bereavement leave submit a statement stating the name and relationship of the deceased.

(2) A period of minimum service before an employee becomes eligible for paid bereavement leave under this section. The rules shall provide that the period of minimum service may be met by aggregating employment at any of the following:

a. State agencies, departments, and institutions, including The University of North Carolina.

b. Public school units that provide paid bereavement leave in accordance with this section.

c. Community colleges located in this State.

(d) The paid bereavement leave authorized by this section:

(1) Is available without exhaustion of the employee's sick and vacation leave and is awarded in addition to shared leave under G.S. 126-8.3, or other leave authorized by State or federal law.



* H 9 9 6 - V - 1 *

- 1 (2) Has no cash value upon termination from employment.
- 2 (3) May not be used for calculating an employee's retirement benefits.
- 3 (e) The provisions of this section shall apply to employees of State agencies,
4 departments, and institutions, including The University of North Carolina; to public school
5 employees; and to community college employees. The appropriate governing board, officer, or
6 entity shall adopt rules and policies to award paid bereavement leave to employees that are
7 substantially equivalent to those adopted by the State Human Resources Commission."

8 **SECTION 1.(b)** Effective July 1, 2024, G.S. 126-5(c19) reads as rewritten:
9 "(c19) Notwithstanding any other provision of this Chapter, G.S. 126-8.6 ~~applies~~and
10 G.S. 126-8.7 apply to all State employees, public school employees, and community college
11 employees. G.S. 126-8.6 ~~does~~ and G.S. 126-8.7 do not apply to employees described in
12 subdivisions (2) and (3) of subsection (c1) of G.S. 126-5. The legislative and judicial branches
13 shall adopt parental leave and paid bereavement leave policies."

14 **SECTION 2.** Effective July 1, 2024, there is appropriated from the General Fund to
15 the Reserve for Compensation Increases the sum of two million dollars (\$2,000,000) for the
16 2024-2025 fiscal year to fund paid bereavement leave as authorized by this act.

17 **SECTION 3.** This act becomes effective July 1, 2024, and applies to requests for
18 paid bereavement leave for deaths occurring on or after that date.