



2023-2024 General Assembly

HOUSE BILL 259: 2023 Appropriations Act, Sec. 7.83: Clarify Minimum Service Requirements for Paid Parental Leave

Committee:
Introduced by:
Analysis of: Sec. 7.83 of S.L. 2023-134

Date: December 14, 2023
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Staff Attorney

OVERVIEW: *Section 7.83 of S.L. 2023-134 clarifies that the rules adopted by the State Human Resources Commission providing for a period of minimum service before an employee is eligible for paid parental leave must provide that the period of minimum service can be met by aggregating employment at any of the following:*

- *State agencies, departments, and institutions, including The University of North Carolina.*
- *Public school units that provide paid parental leave in accordance with G.S. 126-8.6.*
- *Community colleges located in North Carolina.*

Additionally, if the board of directors of a charter school does not provide paid parental leave, it must provide written notice to individuals upon offering employment.

This section became effective July 1, 2023.

Jeffrey Hudson
Director



Legislative Analysis
Division
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