

G.S. 150B-21.3A Report for 25 NCAC 01E, EMPLOYEE BENEFITS

Agency - State Human Resources Commission

Comment Period - March 25, 2025 to May 24, 2025

Date Submitted to APO - November 21, 2025

Subchapter	Rule Section	Rule Citation	Rule Name	Date and Last Agency Action on the Rule	Agency Determination [150B-21.3A(c)(1)a]	Required to Implement or Conform to Federal Regulation [150B-21.3A(d1)]	Federal Regulation Citation	Public Comment Received [150B-21.3A(c)(1)]	Agency Determination Following Public Comment [150B-21.3A(c)(1)]	RRC Determination of Public Comments [150B-21.3A(c)(2)]	RRC Final Determination of Status of Rule for Report to APO [150B-21.3A(c)(2)]	OAH Next Steps
SUBCHAPTER 01E EMPLOYEE BENEFITS	SECTION .0100 LEAVE- GENERAL PROVISIONS	25 NCAC 01E .0101	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0103	LEAVE OFFSETTING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .0200 VACATION LEAVE	25 NCAC 01E .0203	VACATION LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0204	TOTAL STATE SERVICE DEFINED	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0205	MAXIMUM ACCUMULATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0206	ADVANCEMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0207	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0208	LEAVE TRANSFERABLE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0210	SEPARATION: PAYMENT OF VACATION LEAVE	Amended Eff. February 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0211	LEAVE RECORDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0212	SPECIAL LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0216	ACCOUNTING FOR CREDITABLE SERVICE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .0300 SICK LEAVE	25 NCAC 01E .0301	SICK LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0302	ACCUMULATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0303	ADVANCEMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0304	VERIFICATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0305	USE OF SICK LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

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		25 NCAC 01E .0308	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0309	SICK LEAVE TRANSFERABLE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0311	SEPARATION	Amended Eff. July 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0312	REINSTATEMENT OF SICK LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0314	SICK LEAVE WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0315	LEAVE RECORDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0317	DEFINITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .0700 WORKER'S COMPENSATION LEAVE	25 NCAC 01E .0704	COVERAGE	Amended Eff. July 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0705	ADMINISTRATION	Amended Eff. July 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0707	USE OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .0800 MILITARY LEAVE	25 NCAC 01E .0802	MILITARY LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0804	PERIODS OF ENTITLEMENT FOR ALL RESERVE COMPONENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0805	ADDITIONAL PERIODS OF ENTITLEMENT FOR RESERVE COMPONENTS OF THE UNITED STATES ARMED FORCES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0809	RETENTION AND CONTINUATION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0817	RETENTION AND CONTINUATION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0818	REINSTATEMENT FROM LEAVE WITHOUT PAY FOR MILITARY SERVICE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0820	PERIODS OF ENTITLEMENT FOR MEMBERS OF THE STATE DEFENSE MILITIA	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0821	PERIODS OF ENTITLEMENT FOR CIVIL AIR PATROL	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

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	SECTION .0900 – HOLIDAYS	25 NCAC 01E .0901	APPROVED HOLIDAYS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0902	RELIGIOUS OBSERVANCES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0903	SCHEDULING HOLIDAYS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0904	TIME ALLOWED OFF	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0905	ALTERNATIVE HOLIDAY SCHEDULES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0907	WEEKENDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0908	ELIGIBILITY	Amended Eff. May 1, 2021	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .0909	FOUR DAY WORKWEEKS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1000 MISCELLANEOUS LEAVE	25 NCAC 01E .1001	JURY DUTY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1002	COURT ATTENDANCE OR JOB RELATED PROCEEDING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1004	LEAVE: EMPLOYEE TRANSFER	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1005	ADVERSE WEATHER AND EMERGENCY CLOSINGS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1006	COMPENSATORY TIME	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1009	OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1010	NON-DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1011	DISCRETIONARY TYPES OF OTHER MANAGEMENT APPROVED LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1100 OTHER TYPES OF LEAVE WITHOUT PAY	25 NCAC 01E .1101	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1102	MAXIMUM AMOUNT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

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		25 NCAC 01E .1103	EMPLOYEE RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1104	AGENCY RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1105	RETENTION OF BENEFITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1110	SPECIAL PROV/PARENTAL LEAVE/EMPL NOT ELIGIBLE/FAMILY/MEDICAL LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1111	EXTENDED LEAVE WITHOUT PAY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1300 VOLUNTARY SHARED LEAVE PROGRAM	25 NCAC 01E .1302	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1303	ADMINISTRATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1304	QUALIFYING TO PARTICIPATE IN VOLUNTARY SHARED LEAVE PROGRAM	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1305	DONOR GUIDELINES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1306	LEAVE ACCOUNTING PROCEDURES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1400 FAMILY AND MEDICAL LEAVE	25 NCAC 01E .1401	PURPOSE AND SCOPE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1402	ELIGIBLE EMPLOYEES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1404	LEAVE CHARGES	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1406	AGENCY RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1407	EMPLOYEE RESPONSIBILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1412	FAMILY ILLNESS LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

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	SECTION .1600 – VOLUNTEER SERVICE AND CHILD INVOLVEMENT LEAVE	25 NCAC 01E .1601	PURPOSE	Amended Eff. November 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1602	DEFINITIONS	Amended Eff. November 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1603	COVERED EMPLOYEES AND LEAVE CREDITS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1604	USES OF VOLUNTEER SERVICE AND CHILD INVOLVEMENT LEAVE	Amended Eff. November 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1605	LEAVE ADMINISTRATION	Amended Eff. November 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1607	SPECIAL LEAVE PROVISIONS	Amended Eff. November 1, 2020	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1800 - INCENTIVE LEAVE	25 NCAC 01E .1801	POLICY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1802	DEFINITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1803	RECRUITMENT DOCUMENTATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1804	ELIGIBILITY REQUIREMENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1805	AMOUNT OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1806	RELATIONSHIP TO OTHER LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1807	CARRY-OVER AND PAYMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1808	TRANSFER	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1809	USE OF LEAVE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .1900 – PAID PARENTAL LEAVE	25 NCAC 01E .1901	DEFINITIONS	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1902	RELATIONSHIP TO OTHER RULES AND POLICIES	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1903	ELIGIBILITY FOR PAID PARENTAL LEAVE	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1904	LEAVE AVAILABLE TO FULL-TIME EMPLOYEES	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1905	LEAVE AVAILABLE TO PART-TIME EMPLOYEES	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1906	USE OF OTHER LEAVE	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

G.S. 150B-21.3A Report for 25 NCAC 01E, EMPLOYEE BENEFITS

Agency - State Human Resources Commission

Comment Period - March 25, 2025 to May 24, 2025

Date Submitted to APO - November 21, 2025

Subchapter	Rule Section	Rule Citation	Rule Name	Date and Last Agency Action on the Rule	Agency Determination [150B-21.3A(c)(1)a]	Required to Implement or Conform to Federal Regulation [150B-21.3A(d1)]	Federal Regulation Citation	Public Comment Received [150B-21.3A(c)(1)]	Agency Determination Following Public Comment [150B-21.3A(c)(1)]	RRC Determination of Public Comments [150B-21.3A(c)(2)]	RRC Final Determination of Status of Rule for Report to APO [150B-21.3A(c)(2)]	OAH Next Steps
		25 NCAC 01E .1907	REQUESTING USE OF PAID PARENTAL LEAVE	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 01E .1908	LEAVE ADMINISTRATION	Eff. August 1, 2024	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt