



Office of State Human Resources

**ROY COOPER**  
Governor

**BARBARA GIBSON**  
Director, State Human Resources

**TO: Agency Heads, Chancellors, Human Resources Directors, and Other Interested Parties**

**FROM: Denise H. Mazza, Administrator  
State Human Resources Commission**

**DATE: June 21, 2023**

**RE: Approved Personnel Actions for the June 13, 2023  
State Human Resources Commission Special Meeting**

Please see below the following personnel actions that were approved on June 19, 2023, by the Governor's Office and by the State Human Resources Commission at the June 13, 2023 State Human Resources Commission meeting. These statements are summaries only; see the documentation for full details.

**B. Paid Parental Leave Rules**

On May 16, 2023, Session Law 2023-14 (2023 Senate Bill 20) became law. Part V of the session law enacted new G.S. 126-8.6, which is the first statute providing paid parental leave to state employees. The new law requires the Commission to "adopt rules and policies" to provide paid parental leave. This means that a temporary rule is the fastest possible way to enact a rule on this subject as required by the new law.

Because the bill seems to indicate an intent for continuity with existing Commission policy, we have drafted the new rules to be close as possible to the Executive Order, the existing Commission policy, and OSHR guidelines or FAQs on this topic.

**C. Paid Parental Leave Policy**

G.S. 126-8.6 provides paid parental leave to state employees. In general, the new parental leave statute is very much like the existing parental leave available under Executive Order 95, the Commission's Paid Parental Leave Pilot Policy, and the Guidelines and FAQs that OSHR issued to implement the policy and executive order. There are two primary differences between existing policy and statute:

- Under the new statute, paid parental leave is required (rather than optional) for Council of State agencies.
- For part-time employees, the new statutory paid parental leave is calculated differently. Part-time employees working from 1 to 19 hours per week will receive more leave than they do under the existing policy. Part-time employees working from 21 to 39 hours per week will receive less leave.

The items are available to view on the State Human Resources Commission's HR Directors' SharePoint site at:

<https://nconnect.sharepoint.com/sites/SHRC/HR%20Directors/Forms/AllItems.aspx?id=%2Fsites%2FSHRC%2FHR%20Directors%2F2023%2006%2013%20SHRC%20Meeting&viewid=5ce74308%2Dc66d%2D48f0%2D8c5e%2D94f2018a6219>