

WORKING FOR YOU

Dear colleagues:

This is an exciting time for state employees — and a time for positive changes. And all these changes have **you** in mind.

With the new [Public Workforce Modernization Act](#), the first major update to the state's human resources law in more than 60 years, we are thinking about HR in new ways. We are asking simple questions: How can we give you better benefits, speed up hiring, and make sure all employees are treated as the professionals they are? How can we support you as you deliver critical services to North Carolinians?



Learn more about
your new benefits

We are committed to **Working for You.**

A big update like this brings many changes. To help with this transition, we will share clear information about the new law and other important topics directly with you.

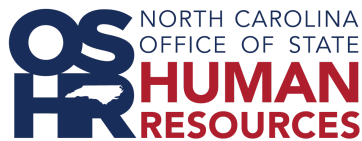


One important change is expanded paid parental leave. The new policy gives both parents 12 weeks of paid leave. It will be available to eligible employees who have a qualifying event — a birth, adoption, or fostering — on or after October 1, 2026, when the law takes effect. If your qualifying event happens before that date, you and your agency are encouraged to talk about other leave options beyond the paid parental leave currently available.

We will keep you updated as we get closer to October 1 and after, with information on topics like bereavement leave and expanded time off for all permanent employees.

At the Office of State Human Resources (OSHR), our objective is elevating public service. Working in state government is about more than policies and processes — it's about people. As we come back from Labor Day, which honors the contributions of workers, thank you for the work you do every day to support North Carolina. Together, we can keep making our state one of the best places to live and work.

Sincerely,
Staci Meyer
State Human Resources Director



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