

April 18, 2007

H 1711. ESTABLISH PAID SICK DAYS. Filed 4/18/07. *TO ESTABLISH PAID SICK DAYS TO ENSURE ALL EMPLOYEES IN NORTH CAROLINA CAN ADDRESS THEIR OWN HEALTH NEEDS AND THE HEALTH NEEDS OF THEIR FAMILIES.*

Adds new GS 95-28.4 to mandate that all employees who work in North Carolina be entitled to at least seven paid sick days during a 12-month period to be used by the employee to: (1) care for the employee's child, spouse, parent, or parent of a spouse under certain conditions; (2) care for the employee's own physical or mental illness, injury, or medical condition under certain circumstance's; (3) allow an employee to attend a routine medical appointment for himself or herself or for a child, spouse, parent, or parent of a spouse otherwise in need of care; or (4) allow an employee to address the psychological, physical, or legal effects of domestic violence as defined in GS 50B-1. Specifies rate of accrual and accumulation of paid sick days and allows for certain notice and certification requirements to the employer. Prohibits an employer from denying or interfering with an employee's right to take paid sick days and taking any adverse action against the employee because the employee uses paid sick days. Authorizes the Commissioner of Labor to adopt rules to implement and administer the statute and to enforce its provisions. Authorizes employers who have a paid time off leave policy providing paid leave in excess of 20 days per year to continue that policy unaltered, if the policy offers paid sick days leave in amounts equivalent to the amounts in the statute for the purposes that include the reasons described in the statute. Imposes certain notice requirements on employers. Makes conforming changes to GS 95-241(a)(1). Effective on the 90th day after it becomes law and does not apply to any collective bargaining agreement entered into before that date that is still in effect on that date.

Intro. by Adams.

GS 95