

March 20, 2007

S 1092. PROVIDE UNPAID SICK DAYS. Filed 3/20/07. *TO ESTABLISH UNPAID SICK DAYS TO ENSURE ALL EMPLOYEES IN NORTH CAROLINA CAN ADDRESS THEIR OWN HEALTH NEEDS AND THE HEALTH NEEDS OF THEIR FAMILIES.*

Enacts new GS 95-28.4 entitling all NC employees to up to seven unpaid sick days annually, at a rate of one hour of leave for each 30 hours worked. Permits the leave to be used to attend to medical needs of the employee or the employee's family member or to address effects of domestic violence. Permits employers to require certification from a health care provider of the qualifying illness, injury, or health condition if unpaid sick leave period covers more than three consecutive workdays. Provides that the leave may not be accumulated from year to year.

Prohibits employers from punishing the exercise of rights under the act, and directs Commissioner of Labor to adopt rules to implement the act. Effective 90 days after it becomes law; for workers covered by collective bargaining agreement, it becomes effective on the earlier of the termination date of that agreement or 12 months after adoption of implementing rules by the Commissioner of Labor.

Intro. by Cowell.

GS 95