

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

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SENATE DRS75048-LL-19 (12/03)

Short Title: Bereavement Leave/State and School Employees. (Public)

Sponsors: Senator D. Davis (Primary Sponsor).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE FOR BEREAVEMENT LEAVE FOR STATE EMPLOYEES AND
3 PUBLIC SCHOOL EMPLOYEES.

4 The General Assembly of North Carolina enacts:

5 SECTION 1. Article 2 of Chapter 126 of the General Statutes is amended by
6 adding a new section to read:

7 "**§ 126-8.6. Bereavement leave.**

8 Upon the death of an immediate family member, State employees may receive up to three
9 days of paid leave for bereavement, as provided for in rules adopted by the State Personnel
10 Commission. Bereavement leave shall be reduced by one day for each day a paid holiday or
11 nonworkday occurs during the three-day bereavement leave period. As used in this section,
12 "immediate family member" refers to (i) the employee's spouse, child, parent, sibling,
13 grandparent, and grandchild, and any of the corresponding step, half, or in-law relationships, or
14 (ii) any person living within the employee's home for whom the employee may claim a
15 deduction under section 151 of the Internal Revenue Code.

16 Employees shall not be permitted to accumulate bereavement leave or to use bereavement
17 leave for creditable service toward retirement."

18 SECTION 2. Article 23 of Chapter 115C of the General Statutes is amended by
19 adding a new section to read:

20 "**§ 115C-336.2. Bereavement leave.**

21 Upon the death of an immediate family member, public school employees may receive up
22 to three days of paid leave for bereavement, as provided for in rules adopted by the State Board
23 of Education. Bereavement leave shall be reduced by one day for each day a paid holiday or
24 nonworkday occurs during the three-day bereavement leave period. As used in this section,
25 "immediate family member" refers to (i) the employee's spouse, child, parent, sibling,
26 grandparent, and grandchild, and any of the corresponding step, half, or in-law relationships, or
27 (ii) any person living within the employee's home for whom the employee may claim a
28 deduction under section 151 of the Internal Revenue Code.

29 Employees shall not be permitted to accumulate bereavement leave or to use bereavement
30 leave for creditable service toward retirement."

31 SECTION 3. The State Personnel Commission and the State Board of Education
32 shall adopt the rules necessary to implement Sections 1 and 2 of this act. The rules and policies
33 developed to implement Sections 1 and 2 of this act shall define in-law relationships in the
34 same manner as in-law relationships are defined for sick leave.

35 SECTION 4. This act becomes effective July 1, 2013.

