## GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2025

H.B. 810 Apr 7, 2025 HOUSE PRINCIPAL CLERK

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H HOUSE BILL DRH30335-LRa-128A

## Short Title: State Employee Bereavement Leave/Up To 40-Hrs. (Public) Representative Hawkins. Sponsors: Referred to:

A BILL TO BE ENTITLED 2

AN ACT PROVIDING STATE EMPLOYEES PAID WITH BEREAVEMENT LEAVE OF UP TO FORTY HOURS ON DEATH OF AN IMMEDIATE FAMILY MEMBER AND EIGHT HOURS ON DEATH OF A COLLEAGUE AND APPROPRIATING FUNDS FOR THAT PURPOSE.

The General Assembly of North Carolina enacts:

**SECTION 1.(a)** Effective July 1, 2025, Article 2 of Chapter 126 of the General Statutes is amended by adding a new section to read:

## "§ 126-8.7. Paid bereavement leave.

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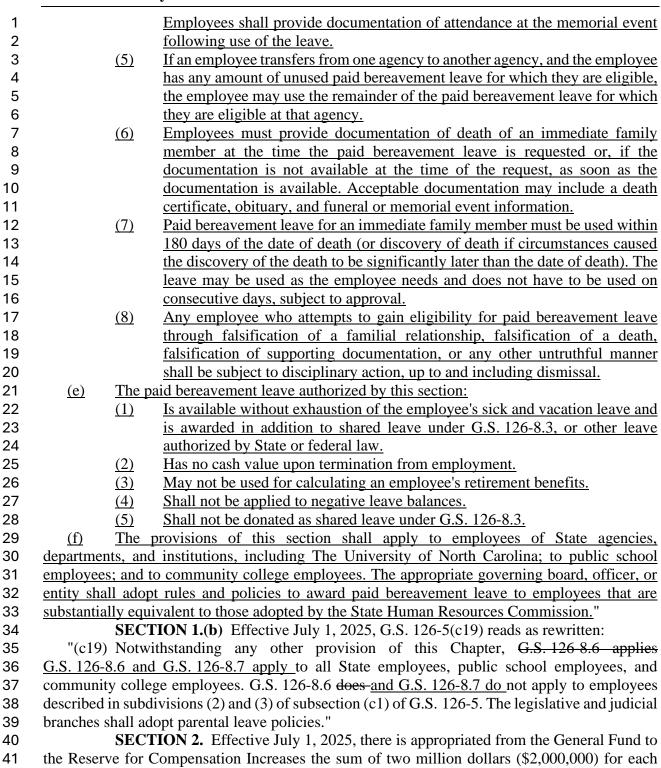
- The following definitions apply in this section: (a)
  - Colleague. A coworker with whom the employee worked at the employee's (1) current agency, if the coworker worked for the agency within one year of their death.
  - **(2)** Immediate family member. – A spouse, parent, child, sibling, grandparent, grandchild, or dependent living in the employee's household. The term includes the step, half, adoptive, foster, in-law, legal ward, and in loco parentis relationships.
- The State Human Resources Commission (Commission) shall adopt rules and policies (b) to provide that a permanent, probationary, or time-limited full-time State employee is granted up to 40 hours of paid leave following the loss of an immediate family member and up to eight hours of paid leave to eligible employees for bereavement following the loss of a colleague.
- The Commission shall adopt rules and policies to provide that a permanent, probationary, or time-limited part-time State employee shall be granted a prorated amount of paid bereavement leave on an equitable basis.
- The rules and policies adopted by the Commission shall include the following requirements, at a minimum:
  - That an employee requesting paid bereavement leave submit a statement (1) stating the name and relationship of the deceased.
  - Employees are eligible for paid bereavement leave immediately upon being (2) hired for any loss that occurs on or after the first day of work with the agency.
  - No annual limit on the number of uses of paid bereavement leave, if the leave (3) follows the loss of an immediate family member or colleague.
  - The amount of time required to travel to and from and to attend a funeral or (4) other memorial event of a colleague is allowed, but not to exceed eight hours. The leave may only be used on the date of the funeral or other memorial event.



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**SECTION 2.** Effective July 1, 2025, there is appropriated from the General Fund to the Reserve for Compensation Increases the sum of two million dollars (\$2,000,000) for each year of the 2025-2027 fiscal biennium to fund paid bereavement leave as authorized by this act.

**SECTION 3.** This act becomes effective July 1, 2025, and applies to requests for paid bereavement leave for deaths occurring on or after that date.

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