



CHAPTER 126
ARTICLE 8 - EMPLOYEE APPEALS OF GRIEVANCES AND DISCIPLINARY ACTION

N.C.G.S. § 126-35.

Just cause; disciplinary actions for State employees.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	S.L. 2013-382, ss. 6.1, 9.1(c) — eighth act in the lineage	21 September 2026, 04:11 UTC	4420e6f65733b93c77789563 - 533ebff6a537f506840a0852 - be5bd6b9b8655b93

- § 126-35(a)

No career State employee subject to the North Carolina Human Resources Act shall be discharged, suspended, or demoted for disciplinary reasons, except for just cause. In cases of such disciplinary action, the employee shall, before the action is taken, be furnished with a statement in writing setting forth the specific acts or omissions that are the reasons for the disciplinary action and the employee's appeal rights. The employee shall be permitted 15 days from the date the statement is delivered to appeal to the head of the agency through the agency grievance procedure for a final agency decision. However, an employee may be suspended without warning for causes relating to personal conduct detrimental to State service, pending the giving of written reasons, in order to avoid undue disruption of work or to protect the safety of persons or property or for other serious reasons. If the employee is not satisfied with the final agency decision or is unable, within a reasonable period of time, to obtain a final agency decision, the employee may appeal to the Office of Administrative Hearings. Such appeal shall be filed not later than 30 days after receipt of notice of the final agency decision. The State Human Resources Commission may adopt, subject to the approval of the Governor, rules that define just cause.
- § 126-35(b)

through (d) Repealed by Session Laws 2013-382, s. 6.1, effective August 21, 2013, and applicable to grievances filed on or after that date.

Amendment lineage

The State prints this history as a single parenthetical at the foot of the section. It is reproduced verbatim in the colophon and unpacked below in order of enactment.

	1975				1994				2013
	TICK HEIGHT = ACTS IN THAT YEAR DASHED = RECODIFICATION, NOT AMENDMENT								
Nº	YEAR	ACT			CHARACTER				
01	1975	c. 667, s. 10			ENACTED				
02	1975	1989 (Reg. Sess., 1990), c. 1025, s. 2			AMENDED				
03	1991	c. 65, s. 7			AMENDED				
04	1991	c. 354, s. 5			AMENDED				
05	1991	c. 722, s. 1			AMENDED				
06	2000	S.L. 2000-190, s. 13			AMENDED				
07	2012	S.L. 2012-187, s. 8.4			AMENDED				
08	2013	S.L. 2013-382, ss. 6.1, 9.1(c)			AMENDED				

Citation

FULL SECTION

N.C. Gen. Stat. § 126-35 (2013).

PINPOINT

N.C. Gen. Stat. § 126-35(a) (2013).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

COLOPHON

Provenance

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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1975, c. 667, s. 10; 1989 (Reg. Sess., 1990), c. 1025, s. 2; 1991, c. 65, s. 7; c. 354, s. 5; c. 722, s. 1; 2000-190, s. 13; 2012-187, s. 8.4; 2013-382, ss. 6.1, 9.1(c).)

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