



CHAPTER 126  
ARTICLE 2 - SALARIES, PROMOTIONS, AND LEAVE OF STATE EMPLOYEES

N.C.G.S. § 126-8.6.

Paid parental leave.

|                                                                                          |                                                                     |                                           |                                                                                                    |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------------------------------|----------------------------------------------------------------------------------------------------|
| SOURCE<br>General Statutes of North<br>Carolina, as published by the<br>General Assembly | LAST AMENDMENT IN THIS<br>TEXT<br>No amendment history on<br>record | RETRIEVED<br>21 September 2026, 04:49 UTC | SOURCE FINGERPRINT<br>5f71e3f856b201cd8b1f9ea2 -<br>2b2b201c0fa467bdb71851d3 -<br>0ce5609d9211dc88 |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------------------------------|----------------------------------------------------------------------------------------------------|

- § 126-8.6(a)

Definitions. - The following definitions apply in this section:

(1) Child. - A newborn biological child or a newly placed adopted, foster, or otherwise legally placed child under the age of 18 whose parent is a State employee eligible for leave under subsection (b) of this section.

(2) Parent. - Includes a parent by adoption, foster care, or another legal placement.

(3) Qualifying event. - When a State employee becomes a parent to a child.
- § 126-8.6(b)

Paid Parental Leave. - The State Human Resources Commission shall adopt rules and policies to provide that a permanent, probationary, or time-limited full-time State employee may take the following paid parental leave:

(1) Up to eight weeks of paid leave after giving birth to a child; or

(2) Up to four weeks of paid leave after any other qualifying event.
- § 126-8.6(c)

Part-Time Employees. - The State Human Resources Commission shall adopt rules and policies to provide that a permanent, probationary, or time-limited part-time State employee may take a prorated amount of paid leave after giving birth, not to exceed eight weeks, or paid leave after any other qualifying event, not to exceed four weeks, in addition to any other leave available to the employee.
- § 126-8.6(c1)

The State Human Resources Commission shall adopt rules and policies providing for a period of minimum service before an employee becomes eligible for parental leave, the maximum number of uses of paid parental leave within a 12-month period, and

how much leave is to be provided in the event of miscarriage or the death of a child during birth. The rules shall provide that the period of minimum service may be met by aggregating employment at any of the following:

- (1) State agencies, departments, and institutions, including The University of North Carolina.
- (2) Public school units that provide paid parental leave in accordance with this section.
- (3) Community colleges located in this State.

**§ 126-8.6(d)** Requirements. - The paid parental leave authorized by this section:

- (1) Is available without exhaustion of the employee's sick and vacation leave and is awarded in addition to shared leave under G.S. 126-8.3, or other leave authorized by State or federal law.
- (2) Has no cash value upon termination from employment.
- (3) May not be used for calculating an employee's retirement benefits.

**§ 126-8.6(e)** The provisions of this section shall apply to employees of State agencies, departments, and institutions, including The University of North Carolina; to public school employees; and to community college employees. The appropriate governing board, officer, or entity shall adopt rules and policies to award paid parental leave to employees that are substantially equivalent to those adopted by the State Human Resources Commission. (2023-14, s. 5.1(a); 2023-65, s. 13A.1(a); 2023-134, s. 7.83(a).)

END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS II  
1 AUTHORITY

Authorities referenced

Every G.S. cross-reference appearing in the text of this section, in order of first appearance. Nothing is characterized; the operative language is quoted from the section itself.

| REFERENCE    | APPEARS IN | OPERATIVE LANGUAGE IN THIS SECTION  |
|--------------|------------|-------------------------------------|
| G.S. 126-8.3 | (d)(1)     | "in addition to shared leave under" |

## APPARATUS III

## Citation

## FULL SECTION

N.C. Gen. Stat. § 126-8.6 (2026).

## PINPOINT

N.C. Gen. Stat. § 126-8.6(a) (2026).

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

This document reproduces the text of one section of the General Statutes of North Carolina from a source file whose SHA-256 digest is printed on every page. The digest fixes the bytes this export was made from; if the State's file changes, the digest will not match.

The text of the section is unaltered. Subsection designators have been moved from the run of text into the margin. The amendment history and the table of authorities are derived from the section by mechanical extraction — they add no characterization of the law.

This is not the official text. The official text is published by the General Assembly of North Carolina.

---

SET IN SPECTRAL AND ARCHIVO  
NORTH CAROLINA LAW — STATUTE EXPORT, FORMAT V1

