

Regulation on Paid Parental Leave for EHRA Employees

I. Purpose

A. The State Human Resources Commission approved a Paid Parental Leave Pilot Policy applicable to employees subject to the North Carolina Human Resources Act (SHRA). The policy is effective September 1, 2019. The University may, but is not required, to participate in the pilot program.

B. The UNC Board of Governors on September 20, 2019, approved authority for the president to implement a paid parental leave program for university employees consistent with the provisions of the state program.

C. Consistent with Section 300.2.1, VII.C., of the UNC Policy Manual, which provides that a variety of leave programs prescribed for SHRA employees also be applied to employees exempt from the North Carolina Human Resources Act (EHRA employees), the following regulation addresses considerations the UNC System Office and the constituent institutions shall take in managing EHRA employees using paid parental leave.

D. Management should refer to the SHRA policy for additional definition and specifications in order to ensure consistent application of these provisions across all employee and operational groups in the institution.

II. Relationship to Faculty Serious Illness and Disability Leave. Non-leave earning faculty covered by Sections 300.2.11 and 300.2.11[G] of the UNC Policy Manual, and any other faculty who are covered by their institution's Faculty Serious Illness and Disability Leave program, are not covered by this regulation. The provisions of the Faculty Serious Illness and Disability Leave policy provide a substantially equivalent benefit for faculty eligible under that program.

III. Implementation. Constituent institutions must implement this regulation no earlier than January 1, 2020, and no later than April 30, 2020.

IV. Other Business

A. Effective Date. The requirements of this regulation shall be effective on the date of adoption of this regulation by the president.

B. Relation to Federal and State Laws and Policies. The foregoing regulation as adopted by the president is meant to supplement, and does not purport to supplant or modify, those statutory enactments, regulations, and policies which may govern or relate to the subject matter of this regulation.