

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2007

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HOUSE BILL 404

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

Sponsors: Representatives Wainwright, Tarleton, Pierce (Primary Sponsors); Faison, Hurley, Luebke, Setzer, Spear, Underhill, and Womble.

Referred to: State Personnel.

February 28, 2007

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE FOR BEREAVEMENT LEAVE FOR STATE EMPLOYEES
3 AND 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 subsection to read:

7 "**§ 126-8.6. Bereavement leave.**

8 State employees shall receive three days of paid leave for bereavement upon the
9 death of an immediate family member. As used in this section, "immediate family
10 member" refers to (i) the employee's spouse, child, parent, sibling, grandparent, and
11 grandchild, and any of the corresponding step, half, or in-law relationships, or (ii) any
12 person living within the employee's home for whom the employee may claim a
13 deduction under section 151 of the Internal Revenue Code.

14 Employees shall not be permitted to accumulate bereavement leave or to use
15 bereavement leave for creditable service toward retirement.

16 The Office of State Personnel shall adopt rules to implement the provisions of this
17 section."

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

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

21 Public school employees shall receive three days of paid leave for bereavement upon
22 the death of an immediate family member. As used in this section, "immediate family
23 member" refers to (i) the employee's spouse, child, parent, sibling, grandparent, and
24 grandchild, and any of the corresponding step, half, or in-law relationships, or (ii) any
25 person living within the employee's home for whom the employee may claim a
26 deduction under section 151 of the Internal Revenue Code.

27 Employees shall not be permitted to accumulate bereavement leave or to use
28 bereavement leave for creditable service toward retirement.

1 The State Board of Education shall adopt rules to implement the provisions of this
2 section."

3 **SECTION 2.** This act becomes effective July 1, 2007.