

§ 143B-1033. Employment absence.

(a) An employer shall not discriminate against, discharge, demote, or otherwise take an adverse employment action against any employee that is a member of the North Carolina Wing-Civil Air Patrol on the basis of that membership or any absence required to perform duties if the absence is authorized pursuant to this section.

(b) An absence from employment by a member of the North Carolina Wing-Civil Air Patrol is authorized if it meets all of the following requirements:

- (1) The absence is necessary to perform duties incident to a State-approved mission pursuant to G.S. 143B-1030(b)(3) or a United States Air Force authorized mission.
- (2) The absence is for no more than seven consecutive scheduled working days for that employee.
- (3) The total absences in a calendar year do not exceed more than 14 scheduled working days for that employee.

(c) The employer may require that the employee furnish a copy of the employee's mission order.

(d) Nothing in this section shall be construed to require an employer to pay salary or wages to a member of the North Carolina Wing-Civil Air Patrol during the employee's authorized absence, except when the employee chooses to use any paid leave that may be available to the employee through their employment. (2023-137, s. 46(a).)