

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2009

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SENATE DRS15182-LR-69 (03/11)

Short Title: Bereavement Leave/State & School Employees.

(Public)

Sponsors: Senator Malone.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO PROVIDE FOR BEREAVEMENT LEAVE FOR STATE EMPLOYEES AND  
3 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 Upon the death of an immediate family member, State employees may receive up to three  
9 days of paid leave for bereavement, as provided for in rules adopted by the State Personnel  
10 Commission. Bereavement leave shall be reduced by one day for each day a paid holiday or  
11 nonworkday occurs during the three-day bereavement leave period. As used in this section,  
12 "immediate family member" refers to (i) the employee's spouse, child, parent, sibling,  
13 grandparent, and grandchild, and any of the corresponding step, half, or in-law relationships, or  
14 (ii) any person living within the employee's home for whom the employee may claim a  
15 deduction under section 151 of the Internal Revenue Code.

16 Employees shall not be permitted to accumulate bereavement leave or to use bereavement  
17 leave for creditable service toward retirement."

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

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

21 Upon the death of an immediate family member, public school employees may receive up  
22 to three days of paid leave for bereavement, as provided for in rules adopted by the State Board  
23 of Education. Bereavement leave shall be reduced by one day for each day a paid holiday or  
24 nonworkday occurs during the three-day bereavement leave period. As used in this section,  
25 "immediate family member" refers to (i) the employee's spouse, child, parent, sibling,  
26 grandparent, and grandchild, and any of the corresponding step, half, or in-law relationships, or  
27 (ii) any person living within the employee's home for whom the employee may claim a  
28 deduction under section 151 of the Internal Revenue Code.

29 Employees shall not be permitted to accumulate bereavement leave or to use bereavement  
30 leave for creditable service toward retirement."

31 **SECTION 3.** The State Personnel Commission and the State Board of Education  
32 shall adopt the rules necessary to implement Sections 1 and 2 of this act. The rules and policies  
33 developed to implement Sections 1 and 2 shall define in-law relationships in the same manner  
34 as in-law relationships are defined for sick leave.

35 **SECTION 4.** This act becomes effective July 1, 2009.

