

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

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SENATE BILL 276

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

Sponsors: Senators D. Davis, Smith-Ingram (Primary Sponsors); Bryant, Lowe, and Waddell.

Referred to: Rules and Operations of the Senate.

March 16, 2015

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 section to read:

7 "**§ 126-8.6. Bereavement leave.**

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

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

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

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

19 "**§ 115C-336.2. Bereavement leave.**

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

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

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

29 **SECTION 2.** This act becomes effective July 1, 2015.

