

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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HOUSE BILL 923

Committee Substitute Favorable 4/19/99

Senate State and Local Government Committee Substitute Adopted 6/28/00

Short Title: Leave/State Employees.

(Public)

Sponsors:

Referred to:

April 5, 1999

A BILL TO BE ENTITLED

AN ACT TO INCREASE STATE EMPLOYEE MINIMUM VACATION LEAVE ACCRUAL RATES AND ALLOW FOR ADVERSE WEATHER LEAVE.

The General Assembly of North Carolina enacts:

Section 1. G.S. 126-8 reads as rewritten:

"§ 126-8. Minimum leave granted State employees.

The amount of vacation leave granted to each full-time State employee subject to the provisions of this Chapter shall be determined in accordance with a graduated scale established by the State Personnel Commission which shall allow the equivalent rate of not less than ~~two weeks~~ 112 hours vacation per calendar year, prorated monthly, cumulative to at least ~~30 days~~ 240 hours. On December 31 of each year, any State employee who has vacation leave in excess of the allowed accumulation shall have that leave converted to sick leave. Sick leave allowed as needed to such State employees shall be at a rate not less than ~~10 days~~ 96 hours for each calendar year, cumulative from year to year. Notwithstanding any other provisions of this section, no full-time State employee subject to the provisions of Chapter 126, as the same appears in the Cumulative Supplement to Volume 3B of the General Statutes, on May 23, 1973, shall be allowed

1 less than the equivalent of three weeks' vacation per calendar year, cumulative to at least
2 30 days."

3 Section 2. Article 2 of Chapter 126 of the General Statutes is amended by
4 adding a new section to read:

5 "**§ 126-8.4. Adverse weather leave and mandatory operations.**

6 It is recognized that some State government facilities and operations must continue to
7 provide services without regard to weather conditions. Therefore, agency heads shall
8 predetermine and designate the mandatory operations which shall remain open regardless
9 of weather conditions. Adverse weather leave and compensation for employees in
10 mandatory operations shall be addressed by State Personnel Commission guidelines. For
11 nonmandatory operations, the State Personnel Commission shall establish guidelines
12 which shall allow State employees to use up to a maximum of 24 hours of adverse
13 weather leave per calendar year. Adverse weather leave shall be allowed when weather
14 conditions are considered life threatening or when catastrophic conditions occur as a
15 result of hurricanes, tornadoes, floods, or when authorities order evacuation from the
16 place of employment. In cases of extreme circumstances, where a state of emergency has
17 been declared or declaration of disaster has been issued, the Governor may allow
18 exceptions to the maximum of 24 hours' adverse weather leave."

19 Section 3. Section 1 of this act becomes effective January 1, 2001. Section 2
20 of this act is effective when it becomes law.