

## 25 NCAC 01E .0305 USE OF SICK LEAVE

Sick leave may be used for:

- (1) illness or injury which prevents an employee from performing usual duties;
- (2) the actual period of temporary disability connected with childbearing or recovery therefrom as defined in this Rule:
  - (a) the biological mother may use accumulated sick leave for the actual period of temporary disability caused or contributed to by pregnancy and childbirth.
  - (b) a member of the employee's immediate family may request sick leave to care for the mother and newborn infant during the biological mother's period of temporary disability. Since there is no certainty as to when disability actually begins and ends, a doctor's certificate or other evidence satisfactory to the agency shall be required verifying the employee's period of temporary disability.
- (3) medical appointments of the employee's immediate family (this includes dependents);
- (4) the illness of a member of the employee's immediate family;

Note: It is not required that the immediate family be living in the employee's household.

- (5) the death of a member of the employee's immediate family;
- (6) donation to a member of the employee's immediate family who qualifies for Voluntary Shared Leave;
- (7) adoption of a child, limited to a maximum of 30 workdays for each parent.

*History Note:* Authority G.S. 126-4;  
Eff. February 1, 1976;  
Amended Eff. December 1, 1995; July 1, 1995; December 1, 1988; January 1, 1983;  
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016.