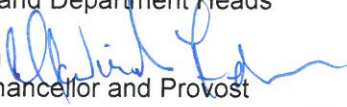



**MEMORANDUM**

TO: Deans, Directors and Department Heads

FROM: Warwick A. Arden   
Executive Vice Chancellor and Provost

Mary Peloquin-Dodd   
Interim Vice Chancellor, Finance and Administration

SUBJECT: Paid Parental Leave (PPL)

DATE: September 25, 2019

NC State is pleased to announce that on September 20, 2019, the Board of Governors approved a new Paid Parental Leave Policy. This new paid parental leave benefit will make a significant difference in the lives of current and future employees within the UNC System and NC State University.

The new policy will go into effect within the first few months in the coming new year, in order to give the UNC system institutions time to make any necessary accommodations. Once the new policy is finalized, it will cover all eligible employees within the UNC System.

**The Paid Parental Leave benefit will provide:**

1. Eight (8) weeks of paid parental leave to eligible employees who have given birth to a child, and
2. Four (4) weeks of paid parental leave for eligible non-birth parents, as well as for adoptions, foster placement, or other legal placement of a child

University Human Resources will be working with the UNC System Office on implementation of the new Paid Parental Leave Policy. The planned UNC-System implementation date of the Paid Parental Leave Policy is no earlier than January 1, 2020 and no later than March 31, 2020. More information will be shared as we work through the implementation plans, in conjunction with the UNC System Office. (Note: additional funding will not be provided to system institutions to provide this benefit to our employees.)

We would like to recognize the Council on the Status of Women at NC State and all of our other key partners on campus and within the UNC System who have championed and collaboratively led this effort. Their collective efforts have been instrumental in the development and approval of this very important new leave benefit for our faculty and staff.

For more information or questions, please contact Gareth Washington, Director of Benefits at 919-515-2151 or ghwashin@ncsu.edu.

cc: W. Randolph Woodson, Chancellor  
Marie Williams, Associate Vice Chancellor for Human Resources  
Sheri Schwab, Interim Vice Provost for Institutional Equity and Diversity