



**MEMORANDUM**

TO: Deans, Directors, and Department Heads

FROM: Marie Y. Williams, Associate Vice Chancellor for Human Resources

*Marie Y. Williams*

SUBJECT: Important Update – Paid Parental Leave Policy Implementation

DATE: November 5, 2019

As discussed in the 3D memo dated September 25, 2019, the Board of Governors has approved a new Paid Parental Leave Policy for the UNC System to go into effect no earlier than January 1, 2020, and no later than March 31, 2020

In order to support new parents across our campus community, NC State is happy to announce that the **new paid parental leave benefit will be available for eligible NC State employees beginning January 1, 2020.**

The Paid Parental Leave will provide:

1. Eight (8) weeks of paid parental leave for the birth parent and
2. Four (4) weeks of paid parental leave for the non-birth parent, as well as for adoptions, foster care, or other legal placement of a child.

University Human Resources, along with campus stakeholders, are developing an online request form and a dedicated benefits web page with important information on the new paid leave policy, including instructions on the request process and helpful FAQ's. More information will be shared as we work through the implementation plans in conjunction with the UNC System.

**Please note that:**

1. The UNC System has not yet released the final guidelines for the new paid leave program.
2. NC State has created a dedicated email inquiry address for questions regarding the new paid parental leave policy ([paid-parental-lv@ncsu.edu](mailto:paid-parental-lv@ncsu.edu)).

Any changes to the foregoing will be shared with campus upon receipt of the final guidelines from the UNC System Office. For more information and/or questions on the new leave policy, please email University Human Resources at [paid-parental-lv@ncsu.edu](mailto:paid-parental-lv@ncsu.edu).

cc: Warwick A. Arden, Executive Vice Chancellor and Provost  
Charles A. Maimone, Vice Chancellor, Finance and Administration  
Margaret Erickson, Assistant Vice Chancellor, HR Operations