



# THE UNIVERSITY OF NORTH CAROLINA SYSTEM

To: UNC System Employees

Subject: Paid Parental Leave Benefit Approved by Board of Governors

Date: September 20, 2019

Dear Colleagues,

I hope this note finds you well. I am happy to announce that the proposed new paid parental leave benefit was approved this morning by the Board of Governors.

The new policy will go into effect within the first few months of the new year in order to give UNC System institutions time to make the necessary accommodations. Once formalized, this plan will cover every eligible employee within the UNC System.

The new policy will provide eight weeks of fully paid parental leave to employees who have given birth to a child, and four weeks of paid leave for non-birth parents in circumstances involving the birth of a child, as well as the adoption, foster placement, or other legal placement of a child with an eligible state employee.

Once it is implemented next year, this benefit will match or exceed similar benefits offered in other states. This will make a significant difference in the lives of current and future employees.

I'd like to thank all of those who were instrumental in bringing this issue to the forefront and getting this new policy in place. It is the result of many months of planning and conversations through a collaborative effort between the UNC System and other groups.

Sincerely,

William L. Roper  
Interim President, UNC System