



# Paid Parental Leave

EO95

*Governor Roy Cooper signed Executive Order No. 95 to provide paid parental leave to cabinet agency state employees in North Carolina. Parents shouldn't have to choose between caring for their families and staying in their careers, but the reality is many—especially women—are forced to. Providing paid parental leave promotes the physical and mental health of families, improves worker productivity and reduces gender inequality in the workforce. This policy, which takes effect September 1, 2019, will help the state recruit, retain and support the best and brightest talent to serve North Carolinians.*

## **What does Executive Order No. 95 do?**

Executive Order No. 95 provides eight weeks of paid parental leave to eligible state employees who have given birth. It offers four weeks of paid parental leave to eligible state employees whose partners have given birth or anyone who has an adoption, foster care placement or other legal placement of a child. Paid parental leave may be used within 12 months of the birth, adoption, foster and other legal placement of a child with the state employee. Parents will receive 100 percent of their regular pay while they are on paid parental leave.

## **Who is an eligible state employee?**

About 56,000 employees of North Carolina departments, agencies, boards and commissions under the governor's oversight are eligible to receive paid parental leave. Full-time employees who have been employed by the state for at least one year are eligible to receive parental leave and part-time employees employed by the state for one year are eligible to receive paid parental leave on a pro-rated basis.

## **Why is Executive Order No. 95 necessary?**

Paid parental leave has been shown to [promote mental and physical family health](#), [increase worker retention](#), [improve worker productivity and morale](#) and [reduce the demand on the social safety net](#) by reducing the likelihood that working parents must apply for taxpayer-funded benefits. Paid parental leave can also reduce gender inequities in the workplace and at home, where [women are more likely to bear the burden](#) of unpaid caregiving responsibilities on top of their careers. Furthermore, [research suggests](#) that babies born to mothers with paid parental leave are less likely to be born prematurely and more likely to be born at a healthy weight, and children whose parents have access to parental leave are more likely to [attend well care visits](#) and [exhibit fewer health problems](#). When paid parental leave is available, women who give birth are [less likely to experience postpartum depression](#) and men are [more likely to be involved fathers](#).

## **Do other states or private employers provide paid parental leave?**

Yes. [Five states](#) provide paid family leave statewide to both public and private employees and eight states—[Delaware](#), [Illinois](#), [Indiana](#), [Kansas](#), [Maryland](#), [Missouri](#), [Ohio](#) and [Virginia](#)—provide paid parental leave to state employees. Most of North Carolina's largest private employers provide paid parental leave benefits to their employees.