

## The Daily Bulletin: 2026-06-03

### PUBLIC/HOUSE BILLS

H 87 (2025-2026) [EDUCATIONAL CHOICE FOR CHILDREN ACT \(ECCA\)](#). (NEW) Filed Feb 10 2025, *AN ACT TO ELECT THE STATE OF NORTH CAROLINA TO PARTICIPATE IN THE FEDERAL TAX CREDIT ESTABLISHED BY THE FEDERAL ONE BIG BEAUTIFUL BILL ACT FOR CONTRIBUTIONS OF INDIVIDUALS TO CERTAIN SCHOLARSHIP GRANTING ORGANIZATIONS AND TO REQUIRE THE STATE EDUCATION ASSISTANCE AUTHORITY TO PUBLISH AND MAINTAIN AN ANNUAL LIST OF SCHOLARSHIP GRANTING ORGANIZATIONS.*

AN ACT TO ELECT THE STATE OF NORTH CAROLINA TO PARTICIPATE IN THE FEDERAL TAX CREDIT ESTABLISHED BY THE FEDERAL ONE BIG BEAUTIFUL BILL ACT FOR CONTRIBUTIONS OF INDIVIDUALS TO CERTAIN SCHOLARSHIP GRANTING ORGANIZATIONS AND TO REQUIRE THE STATE EDUCATION ASSISTANCE AUTHORITY TO PUBLISH AND MAINTAIN AN ANNUAL LIST OF SCHOLARSHIP GRANTING ORGANIZATIONS.  
SL 2026-6. Enacted June 3, 2026. Effective June 3, 2026.

**Intro. by N. Jackson, Biggs, Schietzelt, Eddins.**

[GS 116](#)

[View summary](#)

[Education, Elementary and Secondary Education, Higher Education, Government, Tax](#)

H 206 (2025-2026) [DPS/OTHER CHANGES](#). (NEW) Filed Feb 25 2025, *AN ACT TO ENACT MODIFICATIONS AS RECOMMENDED BY THE NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY, TO AUTHORIZE THE STATE BUREAU OF INVESTIGATION TO PLACE AUTOMATIC LICENSE PLATE READER SYSTEMS ON DEPARTMENT OF TRANSPORTATION RIGHTS-OF-WAY, TO AUTHORIZE TRIBAL POLICE CHIEFS TO ENTER INTO MUTUAL AID AGREEMENTS WITH OTHER LAW ENFORCEMENT AGENCIES, AND TO MODIFY THE LAW RELATED TO THE CONFIRMATION OF THE ADJUTANT GENERAL.*

Senate committee substitute to the 2nd edition replaces the prior edition in its entirety with the following. Makes conforming changes to the act's titles.

Section 1.

Grants the Department of Public Safety (DPS) and the NC Air National Guard independent signature authority to accept an additional 50-year land use license from the US Air Force for the described parcel of land at the Stanly County Airport.

Section 2.

Expands the disaster relief accorded in Section 5.9A of SL 2021-180 and Section 5.4 of SL 2022-74 for Tropical Storm Fred to include relief and recovery efforts for Hurricane Helene. Applicable to the counties designated before, on, or after July 1, 2026, under a major disaster declaration by the President of the United States as a result of Hurricane Helene. Effective July 1, 2026, and expires June 30, 2029.

Section 3.

Allows the Division of Emergency management to transfer ownership of travel trailers and utility terrain vehicles that were donated to or purchased by the State during disaster operations to local governments, nonprofits working in emergency response or disaster relief, or to survivors needing long-term housing support.

Section 5.

Increases the weekly compensation caps under GS 15B-2 (definitions pertaining to the Crime Victims Compensation Act) as follows:

- \$300 to \$400 weekly for dependent's economic loss.
- \$50 to \$100 weekly for each dependent child and \$300 to \$400 weekly for household support.
- \$300 to \$400 weekly for work loss.

Expands the Director of the Crime Victim's Compensation Commission's (Director) authority to use the remaining in the Crime Victim's Compensation Fund for the described training for crime victim advocates, law enforcement, and service providers. Allows for up to \$600,000 of accrued funds to be used one time to develop and implement an online submission and communication system for crime victim service providers. Authorizes the Director's designee to decide compensation awards under GS 15B-10. Increases the age that extends the time for an incurred economic loss for minors under GS 15B-11 (grounds for denial of claim or reduction of award) from ten years or younger at the time the injury occurred to eighteen years or younger at that time. Allows for new economic loss awards to those minor victims that are incurred after the two-year limit if the minor has new medical or counseling expenses directly attributable to the crime. Specifies that the grounds for denial of a claim based on the victim's commission of a felony within three years of the time of their injury applies in those instances where the felony can be reasonably associated with the violent incident. Allows the Director to notify the clerks of superior court electronically of any awards made under GS 15B-15. Requires in GS 15B-26 for creditors to have been notified by a crime victim that their claim for compensation is pending before they can request monthly verification of pending claim or appeal from the Commission.

#### Section 6.

Adds new GS 20-183.34 allowing the Department of Transportation (DOT) to enter into agreements with the State Bureau of Investigation (SBI) for the placement and use of automatic license plate reader systems within lands or rights-of-way owned by DOT so long as the five enumerated conditions are met. Provides for removal of those readers upon reasonable request by any affected public utility. Allows for immediate relocation of those readers by DOT or an affected public utility (defined) if they need immediate access to the utilities or the facility. Creates immunity for any damages to the reader system and related equipment for damages incurred as a result of conduct other than willful misconduct or gross negligence. Provides for notice to SBI if a reader is moved so that the system can be reinstalled when work is complete. Authorizes SBI to enter into agreements with other agencies for information sharing from the agency's reader system. Instructs SBI to submit an annual report to the specified NCGA committee on the automatic readers as described, by March 1 each year.

#### Section 7.

Expands the types of law enforcement agencies and heads thereof to include tribal police departments/tribal police department chiefs in GS 160A-288 (authorizing mutual aid agreements between the listed local law enforcement agencies in the statute).

#### Section 8.

Subjects the appointment of the Adjutant General to confirmation by the NCGA under the process described in GS 127A-19. Provides for filling vacancies.

**Intro. by Carson Smith, Cairns, Ward, Miller.**

Stanly, GS 15B, GS 18B, GS 20, GS 127, GS 160A

[View summary](#)

**Courts/Judiciary, Civil, Criminal Justice, Criminal Law and Procedure, Government, General Assembly, Public Safety and Emergency Management, State Agencies, Department of Public Safety, Native Americans, Military and Veteran's Affairs**

H 258 (2025-2026) **WORKER SAFETY ACT OF 2026. (NEW)** Filed Mar 3 2025, *AN ACT TO AMEND THE RETALIATORY EMPLOYMENT DISCRIMINATION ACT TO SPECIFY THE CONTENTS AND FILING METHODS FOR COMPLAINTS, AUTHORIZE RESPONDENTS TO SUBMIT POSITION STATEMENTS, CLARIFY THE TREATMENT OF EXTRANEEOUS MATERIALS SUBMITTED WITH COMPLAINTS, AND PROVIDE FOR COMPUTATION OF TIME UNDER THAT ARTICLE.*

Senate committee substitute to the 3rd edition removes the content of the previous edition and replaces it with the following. Makes conforming changes to the act's titles.

Amends GS 95-242 as follows. Adds the requirement that a complaint filed with the Commissioner of Labor by an employee alleging a violation of GS 95-241 (which prohibits discriminating or taking any retaliatory action against an employee who takes the listed actions) include the ten listed items, including specified contact information for the complainant and respondent, a statement of the facts on the protected activity engaged in by the complainant before the alleged retaliatory action, and a description of the alleged retaliatory action and any relevant facts known to the plaintiff that would explain in a legitimate, nondiscriminatory reason for the adverse employment action. Requires a written authorization to also be filed when someone other than the complainant files the complaint. Sets out a procedure for when a complainant files a partial complaint. Specifies that the complaint can be filed on a form through the Department of Labor's website, by email, or by email. Specifies that a copy of the full complaint (was, copy of the complaint) must be forwarded to the person alleged to have committed the violation. Prohibits considering any extraneous material that is submitted with the complaint and requires that information be destroyed; the extraneous material is also not public record and not subject to inspection or examination. Allows the respondent to submit a statement of their defense within seven days of receiving the complaint. Clarifies that this provision does not prevent the Commissioner of Labor from stating an investigation before receiving a response from the respondent.

Enacts new GS 95-246 requiring that time is to be computed under Article 21, Retaliatory Employment Discrimination, of GS Chapter 95, according to GS 1A-1, Rule 6.

**Intro. by K. Hall, Miller, Crawford, Jeffers.**

**GS 95**

[View summary](#)

**Employment and Retirement, Government, State Agencies,  
Department of Labor**

H 301 (2025-2026) **SOCIAL MEDIA & AI SAFETY. (NEW)** Filed Mar 5 2025, *AN ACT TO PROVIDE SOCIAL MEDIA PROTECTIONS FOR CHILDREN UNDER SIXTEEN YEARS OF AGE, TO REQUIRE THE STATE BOARD OF EDUCATION TO UPDATE COMPUTER SCIENCE STANDARDS TO INCLUDE INSTRUCTION ON ARTIFICIAL INTELLIGENCE (AI), TO REQUIRE THE DEPARTMENT OF PUBLIC INSTRUCTION TO ADOPT A MODEL AI POLICY, TO REQUIRE GOVERNING BODIES OF PUBLIC SCHOOL UNITS TO ADOPT POLICIES ON AI USE, TO REQUIRE THE DEPARTMENT OF PUBLIC INSTRUCTION TO ESTABLISH A FRAMEWORK FOR EVALUATING GENERATIVE AI-POWERED EDUCATIONAL TOOLS USED IN PUBLIC SCHOOLS, AND TO REQUIRE THE DEPARTMENT OF PUBLIC INSTRUCTION TO PARTNER WITH THE FRIDAY INSTITUTE TO DEVELOP EDUCATOR AND ADMINISTRATOR TRAINING ON THE USE OF AI.*

Senate committee substitute to the 4th edition makes the following changes.

Changes Part I of the act as follows.

Renames new GS Chapter 114B as Social Media Protections for Children (was, for minors). Instead of regulating the use of social media platforms, now regulates addictive social media platforms, which is mostly defined the same way as social media platforms were defined in the previous edition, but have as their primary purpose or function, providing a forum for users to upload content or view uploaded content of other users; also amends what is excluded from the definition. Further amends the definitions in GS 114B-1 by making conforming changes to account holder, and removing department and minor. Amends the definition of anonymous age verification to prohibit the method used for age verification from retaining personal identifying information used for the age verification and from using personal identifying information used to verify age for any other purpose while adding the requirement for the method to keep personal identifying information used to verify age anonymously, and protect personal identifying information used to verify age from unauthorized or illegal access, destruction, use, modification, or disclosure through reasonable security procedures and practices appropriate to the nature of the personal information. Defines a child as a person under age 16 and refers to child instead of minor throughout the Chapter. Adds the term user data.

Amends GS 114B-2 as follows. Updates the statute to refer to addictive social media platforms and children. Amends the condition under which a contact with the platform can be terminated when a child is 14 or 15 years old, so that it can be terminated after giving the account holder 30 days to dispute the termination (previously, this was only allowed if the parents

or guardians had not given consent for the minor to create or maintain the account). Changes who may bring an action against an addictive social media platform from the Department of Justice (DOJ) to the Attorney General and makes conforming changes. Gives the Attorney General, instead of DOJ, rulemaking authority and moves this authority into GS 114B-4. Removes the provision related to the enforcement actions that could have been taken by DOJ. Makes additional organizational, clarifying, and conforming changes.

Amends GS 114B-3, concerning age verification, as follows. Updates the statute to refer to addictive social media platforms and children. Removes the four listed requirements that were to be met by a third party conducting anonymous age verification and makes conforming changes. Allows the Attorney General, instead of the DOJ to bring actions for unfair and deceptive trade practices on behalf of a resident child against an addictive social media platform. Specifies that clear proceeds of civil penalties under the statute are to be remitted to the Civil Penalty and Forfeiture Fund. Adds that for the purposes of bringing an action under this statute, an addictive social media platform allowing a child to create an account is consider to be both engaged in substantial and not isolated activities within this State and operating, conducting, engaging in, or carrying on a business and doing business in this State, and is subject to jurisdiction of this State's courts. Specifies that this statute does not preclude any other available remedy at law or in equity.

Amends GS 114B-4 by adding that an internet service provider or its affiliates or subsidiaries, a search engine, or a cloud service provide does not violate GS Chapter 114B solely for providing access or connection to or from an addictive social medial platform not under the provider's control.

Adds new GS 114B-3.5 prohibiting an addictive social media platform from: (1) using a child's user data to inform content recommendations to a child, (2) using a child's user data to inform what commercial advertisements or promotions are shown to the child, or (3) selling the child's user data to a third party. Makes exceptions for: (1) an addictive social media platform engaging in those actions in reliance on the user's age verification, and (2) an addictive social media platform's use of a child's user data to block access to inappropriate or harmful content to the child. Violations are an unfair and deceptive trade practice and are subject to the specified penalties. Requires that clear proceeds of civil penalties under the statute be remitted to the Civil Penalty and Forfeiture Fund. Specifies that for the purposes of bringing an action under this statute, an addictive social media platform allowing a child to create an account is considered to be both engaged in substantial and not isolated activities within this State and operating, conducting, engaging in, or carrying on a business and doing business in this State, and is subject to jurisdiction of this State's courts. Specifies that this statute does not preclude any other available remedy at law or in equity.

Makes conforming changes to the act's long title.

**Intro. by Zenger, N. Jackson, Almond, Willis.**

[GS 114B, GS 115C, GS 116](#)

[View summary](#)

**[Education, Elementary and Secondary Education, Government, State Agencies, UNC System, Department of Justice, Department of Public Instruction, State Board of Education, Health and Human Services, Social Services, Child Welfare](#)**

H 315 (2025-2026) **PROHIBIT LITIGATION INVEST/AMEND WC BENEFITS. (NEW)** Filed Mar 5 2025, *AN ACT TO PROHIBIT LITIGATION INVESTMENTS IN THE CIVIL JUSTICE SYSTEM AND TO AMEND THE WORKERS' COMPENSATION ACT TO INCREASE CERTAIN BENEFITS UNDER THE SCHEDULE OF INJURIES.*

Senate committee substitute to the 3rd edition makes the following changes.

Part I.

Removes proposed GS 66-512 which set out the State's policy and statement of purpose for the new Article and renumbers the remaining statutes accordingly.

Part II.

Amends GS 97-29, concerning workers' compensation rates for total incapacity, by removing the proposed language that would have increased the maximum compensation annually based on the Consumer Price Index. Makes the remaining changes to the statute effective July 1, 2027, instead of 2026.

Amends GS 97-31 by removing the changes that were to be effective July 1, 2026, and July 1, 2028. Amends the changes that are to take effect July 1, 2027 so that now the maximum compensation for serious facial or head disfigurement is \$40,000 (was \$44,000 in previous edition), serious bodily disfigurement is \$20,000 (was, \$22,000 in the previous edition), and loss or permanent injury to any important external or internal organ or part of the body is \$40,000 (was, \$44,000 in the previous edition). Also amends the bodily disfigurement calculation to require that there be a rational connection to employability or earning capacity.

Makes additional clarifying changes.

Changes the act's titles.

**Intro. by Pyrtle, Miller, Carson Smith, Reives.**

[GS 66, GS 97](#)

[View summary](#)

[Courts/Judiciary, Civil, Civil Law, Court System, Employment and Retirement, Government, State Agencies, Department of Justice](#)

H 377 (2025-2026) [2026 COURT CHANGES. \(NEW\)](#) Filed Mar 11 2025, *AN ACT TO ENACT CERTAIN MODIFICATIONS TO THE LAWS RELATED TO THE NORTH CAROLINA COURT SYSTEM AND TO MAKE TECHNICAL CORRECTIONS TO ESTATE PLANNING STATUTES.*

Senate amendment #2 amends the 3rd edition, as amended, as follows.

Amends GS 31-11 by amending who can deposit with the superior court clerk the will of a living person, to only include testator agents acting under a valid power of attorney (was, if they have sufficient authority under a power of attorney to deposit the will).

**Intro. by Stevens.**

[GS 1, GS 7A, GS 7B, GS 8B, GS 9, GS 14, GS 20, GS 28, GS 30, GS 31, GS 36C, GS 42, GS 42A, GS 48, GS 50, GS 143B, GS 163](#)

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[Courts/Judiciary, Civil, Civil Law, Civil Procedure, Family Law, Juvenile Law, Abuse, Neglect and Dependency, Motor Vehicle, Court System, Administrative Office of the Courts, Criminal Justice, Criminal Law and Procedure, Development, Land Use and Housing, Property and Housing, Government, State Agencies, Department of Military & Veterans Affairs, Military and Veteran's Affairs, Transportation](#)

H 536 (2025-2026) [PHYSICAL THERAPY PRACTICE ACT MODS.](#) Filed Mar 26 2025, *AN ACT TO AMEND THE LAWS REGULATING THE PRACTICE OF PHYSICAL THERAPY.*

Senate committee substitute to the 1st edition makes the following changes.

Section 3.

Modifies the powers of the NC Board of Physical Therapy Examiners (Board) under GS 90-270.92 to allow the Board to restrict licenses to practice physical therapy in the State and encumber licensed physical therapists, and to discipline them for departure from or failure to conform to recognized standards of ethics of the physical therapy profession as may be established

by rule (was, the ethics of the physical therapy profession as defined by the American Physical Therapy Association, Code of Ethics for the Physical Therapist, and Standards of Ethical Conduct for the Physical Therapist Assistant).

Section 15.

Changes the act's effective date to October 1, 2026 (was, 2025).

**Intro. by Rhyne, Campbell, Lambeth, Chesser.**

GS 18E

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**Business and Commerce, Occupational Licensing, Health and Human Services, Health, Health Care Facilities and Providers**

H 565 (2025-2026) **LIMIT USE OF AI MEDICAID/COMMERCIAL INSURANCE. (NEW)** Filed Mar 27 2025, *AN ACT TO LIMIT THE USE OF ARTIFICIAL INTELLIGENCE IN HEALTHCARE BILLING AND CLAIMS SUBMISSION.*

Senate committee substitute to the 3rd edition removes the content of the previous edition and replaces it with the following. Makes conforming changes to the act's titles.

Part I.

Amends GS 58-50-61 by prohibiting using an artificial intelligence (AI)-based algorithm, as defined, as the sole basis to deny a utilization review determination. Applies to insurance contracts issued, amended, or renewed on or after October 1, 2026.

Requires the Department of Health and Human Services (DHHS), Division of Health Benefits (DHB), to amend DHB's contracts with prepaid health plans, as soon as practicable, to include a prohibition on using AI-based algorithms as the sole basis for denying a utilization review or prior authorization determination.

Part II.

Enacts new GS 90-413 providing as follows. Prohibits developers from designing, training, or materially modifying an AI system for use in healthcare coding, billing, or documentation if it is designed to promote, incentivize, or systematically result in upcoding. Prohibits healthcare providers from using an AI system for healthcare coding, billing, or documentation if the system is designed to promote, incentivize, or systematically result in upcoding. Specifies that a developer or healthcare provider's repeated failure to comply with the statute indicates a general practice that is deemed an unfair and deceptive trade practice.

Amends GS 90-410 by defining the terms artificial intelligence, developer, and upcode.

Enacts new GS 108C-15 to require healthcare providers, or their agents, to annually provide DHHS, starting July 1, 2027, an attestation of compliance with GS 90-413; sets out what must be included in the attestation. Requires sharing copies of the attestations with the Attorney General. Makes submission of the attestation a condition of participating in the Medicaid program. Allows DHHS to deny enrollment or terminate enrollment of a provider who is not in compliance with this statute or GS 90-413. Allows DHHS to adopt rules to implement this statute.

**Intro. by Reeder, Potts, Shepard, Huneycutt.**

GS 58, GS 90, GS 108C

[View summary](#)

**Government, State Agencies, Department of Health and Human Services, Health and Human Services, Health, Health Care Facilities and Providers, Health Insurance, Social Services, Public Assistance**

H 936 (2025-2026) **ROBOCALL SOLICITATION MODIFICATIONS.** Filed Apr 10 2025, *AN ACT TO MODIFY THE LAWS GOVERNING TELEPHONE SOLICITATIONS TO ADDRESS ROBOCALLS.*

Senate committee substitute to the 3rd edition makes the following changes.

Amends GS 75-101 by amending the definition of *robocaller* to include any person doing business in the state that knows or consciously avoids knowing that they provide substantial assistance or support for making robocalls. Also amends the definition of *telephone solicitor* to include a person doing business in this state that knows or consciously avoids knowing that they provide substantial assistance or support for making telephone solicitations.

Amends GS 75-104A by adding that no telephone solicitor or robocaller can cause misleading information to be transmitted to caller id users or otherwise block or misrepresent the origin of a call with the intent to defraud, confuse, cause harm, or wrongfully obtain anything of value, including personal information (previously, no intent was specified).

Changes the act's effective date from October 1, 2025, to October 1, 2026.

**Intro. by Greene.**

[GS 75](#)

[View summary](#)

[Business and Commerce, Consumer Protection](#)

H 1123 (2025-2026) [UNC OMNIBUS & CAPITAL CONTRACTING LAW CHANGES](#). Filed Apr 29 2026, *AN ACT TO MAKE VARIOUS CHANGES RELATED TO THE UNIVERSITY OF NORTH CAROLINA AND UPDATES TO STATUTES RELATED TO CONTRACTING FOR CAPITAL PROJECTS*.

Senate committee substitute to the 4th edition makes the following changes.

Amends GS 133-1.1 by amending the \$150,000 trigger for using a registered architect and/or registered engineer so that it is in excess of that amount, consistent with other triggers in the statute.

Removes the proposed changes to GS 143C-8-7.1. Enacts new GS 143C-8-7.2, which provides as follows. Prohibits State agencies, including constituent institutions of UNC, from using State funds appropriated to the State agency in conjunction with or for the benefit of a public-private partnership project (as defined) for either of the following with the NCGA's authorization in an act: (1) a capital improvement project that is not a public-private partnership project, or (2) a self-liquidating projects that is not a public-private partnership project. Excludes the Department of Transportation and entities created under GS 116-350.5 (UNC Health Care System).

**Intro. by Arp, Lambeth, Hastings, Pickett.**

[GS 116, GS 133, GS 143C](#)

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[Development, Land Use and Housing, Building and Construction, Education, Elementary and Secondary Education, Higher Education, Government, State Agencies, UNC System, State Government, State Property](#)

## **PUBLIC/SENATE BILLS**

S 445 (2025-2026) [REGULATORY REFORM ACT OF 2026. \(NEW\)](#) Filed Mar 24 2025, *AN ACT TO PROVIDE FURTHER REGULATORY RELIEF TO THE CITIZENS OF NORTH CAROLINA*.

House amendment to the 4th edition makes the following changes.

Removes the proposed changes to GS 115C-76.65 (parental rights to opt-in to protected information surveys).

Amends proposed GS 115C-174.23(c) by no longer allowing parents to opt out of a survey included as part of the administration of the nationally norm-referenced college admissions test, and instead only allows students who have parental consent to complete the surveys.

Amends the proposed changes to GS 115C-546.10 by modifying the priorities for awarding grants to counties from the Needs-Based Pubic School Capital Fund so that it funds projects for a local school administrative unit that has not received grant

funds under the governing Article of GS Chapter 115C (was, grant funds under the Article four a county) in the previous three years.

Amends the changes to GS 160D-108.1 as follows. Removes the addition of the requirement that development conducted under a site-specific vesting plan must comply with any building, fire, plumbing, electrical, and mechanical codes applicable to the development and in effect at the time the plan was approved. Provides that an established vested right precludes any development regulation (was, land development regulation) by a local government which would change, alter, impair, prevent, diminish or otherwise delay the development or use of the property except under the specified conditions. Expands upon those conditions to also include: (1) due to site conditions resulting from a natural disaster in an area with a declared disaster, the local government determines that under current site conditions the site no longer meets applicable safety, environmental, or engineering standards, or that preclusion of the development regulation would present a material risk to life, health, or property, or (2) upon adoption of a floodplain ordinance adopted to comply with the National Flood Insurance Program. Reinststitute the deleted (f)(2) and amends it to provide that the establishment of a vested right under the statute precludes (was, does not preclude) the application of overlay zoning or other development regulations imposing additional requirements but that do not affect the allowable type or intensity of use, or ordinances or regulations that are general in nature and apply to all property subject to development regulation by a local government. Makes additional clarifying changes.

Amends proposed new GS 160D-703.1 to require local government zoning regulations to allow for the specified uses as a use of right on property undergoing redevelopment in all areas zoned for nonagricultural commercial, business, or light industrial (was, industrial) use; also adds an exception for properties that are on or adjacent to sites with known contamination that have not been remediated.

Amends GS 160D-617 to prohibit a local government, when permitting accessory dwelling units, from setting a maximum accessory dwelling unit size of less than 800 square feet or greater than 1000 square feet (was, maximum accessory dwelling unit size of less than 800 square feet).

**Intro. by Jarvis.**

[STUDY, Forsyth, GS 14, GS 15A, GS 20, GS 75, GS 95, GS 103, GS 113, GS 115C, GS 119, GS 136, GS 143, GS 150B, GS 160D](#)

[Business and Commerce, Consumer Protection, Courts/Judiciary, Motor Vehicle, Criminal Justice, Criminal Law and Procedure, Development, Land Use and Housing, Building and Construction, Land Use, Planning and Zoning, Property and Housing, Education, Elementary and Secondary Education, Employment and Retirement, Environment, Aquaculture and Fisheries, Environment/Natural Resources, Government, APA/Rule Making, Cultural Resources and Museums, State Agencies, UNC System, Department of Agriculture and Consumer Services, Department of Environmental Quality \(formerly DENR\), State Board of Education, Local Government, Public Enterprises and Utilities, Transportation](#)

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S 730 (2025-2026) [RATEPAYER PROTECTION ACT. \(NEW\)](#) Filed Mar 25 2025, *AN ACT TO ESTABLISH REQUIREMENTS FOR SITING AND OPERATION OF DATA CENTERS AND TO MAKE VARIOUS CHANGES TO STATE ENERGY AND UTILITIES POLICY.*

House amendment to the 4th edition makes the following changes.

Amends the following by adding that data center does not include a facility or part of one containing electronic equipment that is incidental to and used in support of a business whose primary business activity is not the storing, retrieving, managing, and processing of digital data: (1) new GS 160D-974, (2) new GS 143-355.5A, (3) new GS 64-64, (4) new GS 62-142.1, and (5) new GS 155-7.1(i).

Removes the previous content of proposed GS 143-355.5A and replaces it with the following. Requires the Department of Environmental Quality (DEQ) to adopt rules establishing water use standards for data centers to ensure the protection of

surface water and groundwater resources. Provides that these standards: (1) may require data centers to employ closed-loop or reclaimed water systems as necessary to avoid impacts to areas with water availability concerns; and (2) must not permit a data center to use an evaporative cooling system (as defined). Defines a data center as a facility, campus of facilities, or array of interconnected facilities used by an entity or other business enterprise for the primary purpose of storing, retrieving, managing, and processing digital data, which has a peak monthly electricity demand of 100 megawatts or greater; excludes a facility or portion of a facility containing electronic equipment that is incidental to and used in support of a business whose primary business activity is not the storing, retrieving, managing, and processing of digital data. Requires DEQ to adopt permanent rules to implement this section by September 1, 2026. Specifies that the rules will apply only to data centers for which no local development approvals or State permits, certifications, or authorizations have been issued for siting of the data centers on or before the date the rules become effective.

Amends proposed GS 64-64 by expanding upon the criteria to be met in order to be excluded from the definition of prohibited foreign party to also include a US domiciled subsidiary of an entity that meets the already listed exemption criteria.

Removes the proposed changes to GS 62-133.8 (Clean Energy and Energy Efficiency Portfolio Standard).

Requires that the Utilities Commission (Commission) delay the required compliance with GS 62-133.8(e) (compliance with CEPS requirement through use of swine waste resources) by the Electric Membership Co-operatives and Municipal Electric Providers (the Systems) until January 1, 2029, unless the systems request the ability to execute a contract for this purpose at an earlier date. Requires that the Commission, by January 1, 2029, start a process to review the reasonableness of the proposed costs of the associated renewable energy credits, and the costs to be passed on to the ratepayers, before executing a contract between the systems and a swine waste generator. Requires that reasonableness of the costs being proposed to include the costs of other renewable energy credits. Prohibits the systems from passing along any costs to the ratepayers deemed by the Commission to be unreasonable.

Amends Section 8 of the act by changing responsibility for issuing the request for proposals for the study on utility policies, from the Legislative Services Officer to the North Carolina Collaboratory. Makes conforming changes.

**Intro. by Jarvis.**

[STUDY, GS 1, GS 40A, GS 62, GS 64, GS 143, GS 143B, GS 158, GS 160D, GS 161](#)

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[Development, Land Use and Housing, Land Use, Planning and Zoning, Environment, Energy, Government, General Assembly, State Agencies, Department of Environmental Quality \(formerly DENR\), Department of Justice, Local Government, Public Enterprises and Utilities](#)

S 1006 (2025-2026) [K-12 INNOVATION AND TRANSFORMATION ACT](#). Filed Apr 30 2026, *AN ACT TO APPROPRIATE FUNDS TO SUPPORT ELEMENTARY AND SECONDARY PUBLIC EDUCATION, TO MAKE VARIOUS CHANGES TO THE LAWS AFFECTING ELEMENTARY AND SECONDARY PUBLIC EDUCATION, AND TO ENACT PROVISIONS TO TRANSFORM THE HIGH SCHOOL EXPERIENCE.*

Senate committee substitute to the 1st edition makes the following changes.

Section 1.6

Replaces the content of proposed GS 115C-238.90, concerning the learning accelerator programs, with the following.

Defines seven terms used in the statute, including defining eligible partner as an entity that provides a menu of learning units and works with a public school unit to implement a learning accelerator program. Defines a learning accelerator as a student-selected combination of modular learning units offered as part of a learning accelerator program, that, when aggregated: (1) is recognized by an eligible partner as the competency-based equivalent of a traditional elective course credit, and (2) includes opportunities for work-based learning. Defines a learning lab as a physical site where collaborative learning and networking takes place for a learning accelerator program.

Allows public school units to work with eligible partners to implement learning accelerator programs that include high-tech learning accelerators, health science learning accelerators, or both. Participating students must be allowed to continue to aggregate learning units throughout the time they are enrolled in the school and the learning accelerator must not be required to be completed in a single semester or school year. Sets out requirements for the memorandum of understanding between the public school unit and eligible partner.

Specifies that learning lab facilitators are not required to hold a teaching license but have to meet the qualifications in the memorandum of understanding. Also provides that public school units are not required to pay the facilitators based on the teacher salary schedule and that the facilitators are subject to criminal history check requirements.

Allows public school unit and eligible partners to contract with additional nonlicensed personnel to provide content, expertise, and student learning experiences; these personnel are also subject to criminal history check requirements.

Sets out parameters for determining how much elective credit to award and how to denote the transcript for a student who completes a high-tech learning accelerator or health science learning accelerator.

Requires the State Board of Education (State Board), to the extent funds are available for the purpose, to establish a funding allotment for learning lab facilitator positions. Limits the use of State funds for learning lab facilitator positions to paying salaries and benefits of learning lab facilitators or for hiring contract personnel.

Requires the Department of Public Instruction (DPI) to report annually to the specified NCGA committee on the ten specified issues.

Maintains the appropriations provisions. Adds that successful completion of a high-tech learning accelerator offered by SparkNC, who is an eligible partner, satisfies the computer science graduation requirement.

#### Section 1.7

Amends new Part 7A, Extended Learning and Integrated Student Supports Grant Program, in Article 16 of GS Chapter 115C, as follows. Specifies that nonprofits and nonprofits collaborating with local school administrative units may apply for grants from the Grant Program for the operation of student programs that focus on the eight listed topics. Makes additional clarifying and technical changes throughout.

#### Section 1.12

Amends GS 115C-650 by correcting the name of the program to the AI Academic (was, Instructional) Support Program. Changes the timing of the evaluation by public school units so that they are due to DPI by July 15 following each year that funds are used (was, of each year that funds are used). Changes the due date of the DPI's report to the specified NCGA committee to no later than October 15 following (was, February 15 of each) each year that fund are made available. Makes additional technical changes.

Adds the following new content.

#### Section 1.14

Enacts new GS 115C-407.45 requiring the governing body of a public school unit to adopt a policy that would excuse a student's absence to attend released time religious instruction (meaning religious instruction offered by a private entity during the school day). Requires that the policy include specified parameters about parental consent forms, documentation of instruction, make up work, a prohibition on using State and local funds to facilitate the instruction, prohibiting on using school property, and setting minimum and maximum amount of time that can be missed in a week. Amends the following to require the impacted schools to adopt a policy for these absences in accordance with GS 115C-407.45: GS 115C-47 (local boards of education), GS 115C-218.75 (charter schools), GS 115C-238.66 (regional school), and GS 116-239.8 (UNC laboratory schools).

Amends GS 115C-379, concerning attendance enforcement as follows. No longer specifies that the State Board must prescribe: (1) what constitutes unlawful absence, (2) what causes may constitute legitimate excuses for temporary nonattendance due to a student's physical or mental inability to attend or a student's participation in a valid educational opportunity such as service as a legislative page or a Governor's page, and (3) under what circumstances teachers, principals, or superintendents may excuse pupils for nonattendance due to immediate demands of the farm or the home in certain seasons of the year in the several sections of the State. Instead require the State board to require school officials to excuse absences for those reasons as well as

for religious observance and military leave already included in the statute, and adds in released time religious instruction. Makes additional conforming and clarifying changes.

Applies beginning with the 2026-27 school year.

#### Section 1.15

Requires the North Carolina Collaborator to study how local school administrative units can allow students to attend any school within the local school administrative unit in which the student is domiciled, other than the base school. Sets out issues that must be included in the study. Requires a report to the specified NCGA committee by April 15, 2027.

#### Section 1.16

Amends GS 115C-310.5 by amending the provision governing the implementation of an Advanced Teaching Role (ATR) plan, as follows. Now allows for each year an ATR unit operates under an ATR plan, for the ATR unit to designate additional schools as ATR as follows: (1) for the first year of implementation, the ATR unit may include in its ATR plan at last one school up to the lesser of five of the ATR unit's schools or 40% of the ATR unit's schools. For years that follow, allows the ATR unit to designate as ATR schools up to the greater of three schools, or 25% of the total number of schools in the ATR Unit, not to exceed 10 schools per year.

Amends GS 115C-310.9 as follows. Requires that the State Board's compliance review of ATRs once every five years be passed on a timetable that is available to the public. Requires the State Board to adopt a rule describing the review process and criteria. Establishes a process under which a ATR unit or ATR school may be put on a one-year probation for failing to meet the criteria. Instead of just allowing the State Board to terminate the plan of a ATR unit or school within the ATR unit that fails to meet criteria, now sets out the process for termination depending on whether or not the school or unit was on probation.

Amends GS 115C-310.11 by amending the provision governing funds awarded to an ATR unit as follows. Specifies that grants include: (1) one-time planning funds and (2) implementation funds for at term of up to three years, renewable once. Requires the State Board to authorize a second term of grant funds, in accordance with the statute. Requires that the funds to each ATR unit receiving funds under the statute be allocated as follows: (1) \$150,000 in one-time planning funds before or during the first year of the ATR unit's initial grant term; (2) \$15,000 per ATR school in implementation funds for each year the ATR unit receives grant funds, for no more than three years per ATR school. Makes conforming changes. Applies to grant terms, including renewals, beginning with or following the 2026-27 school year.

Amends GS 115C-310.13 as follows. Allows ATR units to designate up to 15% of the teachers in each school as collaborative impact leaders instead of adult leadership teachers and 5% of the teachers as teachers of distinction instead of classroom excellence teachers. Define a collaborative impact leader as an ATR team lead who: (1) leads a team of between four and eight teachers, (2) does not serve as the teacher of record (as defined) for any students, (3) provides instruction, including co-teaching, for at least 30% of the instructional day to students taught by teachers on the ATR team lead's team; and (4) is not a school administrator. Defines a partial-release collaborative impact leader as an ATR team lead who: (1) serves as the teacher of record for at least one class of students, (2) leads a team of two or three teachers, and (3) is not a school administrator. Defines a teacher of distinction as a classroom teacher serving in an advanced teaching role who is the teacher of record for at least 20% more students than the average number of students taught by other teachers on their ATR team. Sets out parameters for calculating the number of teachers who are eligible for designation as either collaborative impact leaders or teachers of distinction. Sets salary supplements at \$10,000 for collaborative impact leaders; \$5,000 for partial-release collaborative impact leaders, and \$3,000 for teachers of distinction. Encourages ATR units to use funding from other sources to provide salary supplements in addition to the State-funded salary supplements awarded in this statute. Makes additional conforming changes.

Amends GS 115C-310.15 by adding that of the funds appropriated to DPI for the Advanced Teaching Roles Program, up to \$300,000 may be used in each fiscal year for the required evaluation. Makes organizational changes.

Requires the State Board to adopt the rule describing the process and criteria for the review by January 1, 2027.

Requires DPI to issue the guidance to ATR units under GS 115C-310.13 by February 1, 2027.

Applies beginning with the 2026-27 school year.

[View summary](#)

**Development, Land Use and Housing, Land Use, Planning and Zoning, Education, Elementary and Secondary Education, Higher Education, Government, Budget/Appropriations, State Agencies, Community Colleges System Office, UNC System, Department of Public Instruction, State Board of Education**

S 1041 (2025-2026) **PUBLIC WORKFORCE MODERNIZATION ACT**. Filed Apr 30 2026, *AN ACT TO MODERNIZE AND SIMPLIFY THE STATE HUMAN RESOURCES SYSTEM AND TO APPROPRIATE FUNDS FOR THAT PURPOSE*.

Senate committee substitute to the 1st edition substantially rewrites the prior edition. Makes technical and organizational changes throughout.

Removes the following provisions:

GS 126A-1 (titling new GS Chapter 126A the Public Workforce Modernization Act).

GS 126A-4 (career state employee defined).

GS 126A-33 (State employee appointment types).

GS 126A-34 (probationary or permanent experiential appointment to career State employee).

GS 126A-105 (application).

GS 126A-130 (definitions pertaining to Article 13 of the new chapter).

GS 126A-135 (legislative and judicial branch safety and health programs).

New Article 17 (exemptions from the act).

Changes to GS 135-48.23(c1).

Provisions in new GS Chapter 126A reserved for future codification purposes.

Provisions requiring the Office of State Human Resources (OSHR) to submit a revised disciplinary policy to the State Human Resources Commission (SHRC) and the Governor, as described in prior Section 3.2 of the act.

Part IV (the appropriations portion of the act).

Adds or amends the following modified, reorganized content:

Part I.

Article I.

Part 1.

Goals, definitions.

Makes technical changes to the statutory depiction of new Chapter 126A, now titled the NC Human Resources Act. Revises statutory section numbers. Divides articles in the chapter into parts. Makes technical and conforming changes to statutory section titles.

Sets forth the purpose of new GS Chapter 126A in GS 126A-1, including to establish a decentralized human resources (HR) system, where appropriate, without additional cost to the State under the direction of the Governor, based on modern principles of personnel administration, that applies the best methods evolved through government and industry. Enumerates three core principles governing the State's HR system. Lists 23 defined terms in GS 126A-2.

Part 2.

Appointment Types

Provides for the following three main appointment types in GS 126A-10: permanent, non-permanent, and exempt. Provides for at least 12-month probationary appointment for non-permanent, and exempt employees moving into permanent appointment. Sets forth three exceptions relating to time-limited appointments or career employees assigned exempt positions, as described. Specifies that the appointment types do not apply to local employees, except for career and probationary appointments.

Details qualifications to be met for a career employee from either probationary appointments or permanent experiential appointments in GS 126A-10.1. Specifies that when an employee transfers employment between two local agencies, or between an executive branch agency and a local agency, that employee resets the period of consecutive service. Provides for continuation of career service for UNC exempt employees who attained career status before September 1, 2023, as specified.

Part 3.

Application of the NC HR Act.

Sets forth ten defined terms in GS 126A-15. Applies GS Chapter 126A to all executive branch and local employees in GS 126A-15.1 except six enumerated categories of employees:

1. Public school superintendents, principals, teachers, and other public school employees, except for GS 126A-71 and Article 14.
2. Employees of community colleges whose salaries are fixed and employees of the Community Colleges System Office whose salaries are fixed by the State Board of Community Colleges, except for GS 126A-71, GS 126A-103, GS 126A-104, and Article 14.
3. Employees of the Office of Proprietary Schools whose salaries are fixed by the State Board of Proprietary Schools in accordance with GS 115D-89.2.
4. Officers, employees, and members of the governing board of a North Carolina nonprofit corporation with which the Department of Commerce (DOC) has contracted.
5. Constitutional officers, officials, and employees of the Judicial Department.
6. Constitutional officers, officials, and employees of the General Assembly.

Lists exemptions for the following fifteen categories of employees from various provisions of new GS Chapter 126A, depending on the employee type in GS 126A-15.2:

- Probationary employees;
- Permanent experiential employees;
- Non-permanent experiential employees;
- Temporary employees;
- Time-limited appointments;
- Employees in a position with an experience-based salary schedule, as described;
- Limited exception employees;
- Specialized Treasurer's Office employees;
- Exempt policymaking employees and designated employees of policymakers;
- Exempt managerial employees and exempt wardens;
- Statutorily exempt employees;
- State employees compensated as teachers;
- University health employees;
- University police employees;
- Local employees.

Allows for additional exemptions for good cause or based on the requirements of an experiential program set by the federal government or an external funding source in GS 126A-15.3. Sets forth processes for designating exempt managerial and policy positions (*i.e.*, a significant managerial or programmatic responsibility that is essential to the successful operation of an agency) in GS 126A-15.4. Clarifies that an exempt policymaking employee is a person with authority to implement a settled course of agency action, and does not include personnel professionals. Authorizes the Governor to designate a total of 425 exempt policymaking and exempt managerial positions throughout the thirteen listed departments and offices. Provides for designation of exempt policymaking and exempt managerial positions by the eight listed members of the Council of State, in the amounts described. Provides for exempt policymaking and exempt managerial positions in the Office of State Controller

(Controller) and the State Board of Elections (SBE), in the amounts described. Allows the Governor or members of the Council of State to request additional exempt positions to the NCGA, as specified. Provides for vacancies, reversal of designations, and the creation, transfer, or reorganization of positions. Prohibits an employee, by whatever title, whose primary duties include the power to conduct hearings, take evidence, and enter a decision based on findings of fact and conclusions of law based on statutes and legal precedents from being designated as exempt. Provides for notice<sup>4</sup> of exemption in GS 126A-15.5 and for agencies to adopt policies on exempt positions in GS 126A-15.6, as specified.

#### Article 2.

##### Oversight of the State Human Resources System.

Provides for the OSHR in GS 126A-21 within the Governor's office, including a Director of OSHR who serves at the pleasure of the Governor. No longer specifies that the director is a Cabinet level position. Enumerates ten (was, nine) primary duties of OSHR, including any others found in new Chapter GS 126A. Amends the authorization of OSHR to charge fees to allow fees to cover full costs of participating in education, training, or consultation services covered by OSHR. Makes clarifying changes to the authorization of OSHR to establish policies to effect the act, including on the fourteen listed matters, as described in GS 126A-22. Authorizes the Director to grant exceptions or variances from OSHR policies. Provides for decentralization agreements with executive branch agencies in GS 126A-23. Provides for both the annual State of State workforce report and compensation survey in GS 126A-24.

#### Article 3.

##### Classification and Minimum Qualifications.

Requires SHRC to establish policies on classification and minimum qualifications of positions, including position classification plans, reasonable minimum qualifications, process of classification and reclassification, and procedures for hiring employees based on specific demonstrated competencies rather than years of experience or education, in GS 126A-30. Tasks SHRC to do the following four things to reduce barriers to State employment in GS 126A-31:

- Regularly assess the minimum qualifications for each position in an agency.
- Determine when practical experience and training, such as military service, an apprenticeship, or a trade school education instead of a bachelor's degree is the appropriate qualification for a position.
- Identify jobs for which the minimum qualifications could be reduced from their present level.
- To the extent practicable, remove requirements for a bachelor's degree from position descriptions when the degree is not necessary for the position.

Amends provisions governing agency flexibility in classification in GS 126A-32, by specifying that it does not affect enforcement of corrective actions against those going beyond the allowed flexibilities.

#### Article 4.

##### Compensation.

Requires SHRC to establish policies on compensation, as specified, including a compensation system and the setting of compensation, in GS 126A-40 so that the compensation makes State government a competitive and attractive employment option for recruitment and retention, provides substantially similar compensation levels for positions with substantially similar work, and recognizes and rewards performance. Provides for agency flexibility in compensation, in GS 126A-41 and GS 126-42, including the authority to set a salary for an exempt policymaking or managerial position at the range set by SHRC plus 10%.

#### Article 5.

##### Recruitment and Hiring.

###### Part 1.

##### General Provisions.

Requires SHRC to establish policies on recruitment and hiring for positions including on the six matters listed in GS 126A-50 and no longer requires the Governor's approval. Amends the posting of positions in GS 126A-51 including adding in local

agencies. Authorizes, in GS 126A-52, an agency (was, an employer hiring for State employment) to retain private personnel services to assist in finding candidates for a position, so long as none of those private businesses receive compensation or other value for assisting in helping a person obtain that employment except for those regular and customary fees for services rendered pursuant to a written agreement when the fees are paid by someone other than the agency. Requires agencies to hire from an applicant pool using fair and valid selection criteria as described, in GS 126A-54. Allows for experiential hiring. Limits political hiring in GS 126A-55. Authorizes agencies to directly hire into a vacant position without posting if all four of the enumerated criteria are met, including that the person hired had applied to the previous vacancy and that they meet the minimum qualifications for the position and exempts the hire from the remainder of the Article. Provides for non-permanent to permanent hiring, lateral transfers, and consideration of applications for multiple vacancies.

#### Part 2.

Interchange of government employees.

Makes clarifying changes to the “NC Interchange of Governmental Employees Act” in GS 126A-58, encompassing authority to interchange employees, the status of employees of the sending agency, travel expenses, the status of employees of other governments, and administration, including rule promulgation.

#### Article 6.

Verification and Onboarding.

##### Part 1.

Verification of Eligibility to Work and Application Materials.

Requires SHRC to establish onboarding policies for all positions, including verification of eligibility to work in the United States and verification of employee credentials and employment history in GS 126A-60. Limits who provides for E-Verify in GS 126A-61 to each agency, community college, and public school unit. Requires SHRC to adopt other onboarding policies in GS 126A-63, including employee onboarding and reference checks.

##### Article 7.

Benefits, Terms, and Conditions of Employment.

##### Part 1.

Paid Parental Leave and Bereavement Leave.

Tasks SHRC with adopting policies on paid parental leave and bereavement leave in GS 126A-70. Amends GS 126A-71 to limit the paid parental leave to eligible full-time employees. Removes references to rule making, leaving the establishment of policies.

##### Part 2.

Benefits, Terms, and Conditions.

Tasks SHRC with establishing policies on the benefits, terms, and conditions of employment for positions subject to Article 7, including the nine matters listed, in GS 126A-72. Amends the voluntary shared leave in GS 126A-75 by no longer reference rule making and making clarifying changes.

##### Part 4.

Flexible Compensation Plan.

Provides for a Flexible Compensation Plan in GS 126A-76.

##### Article 8.

Just Cause, Disciplinary Actions, and Grievances.

Directs SHRC to adopt policies on just cause, disciplinary actions, and grievances including the seven listed topics, in GS 126A-80; no longer requires the Governor's approval. Amends GS 126A-81 (disciplinary actions) to require the listed

standards to be used for determining just cause for dismissal, suspension, or demotion. Limits adverse employment action for issues of job performance to unsatisfactory job performance or grossly inefficient job performance, as described. Provides for written notice to employee, with appeals. Provides for a grievance proceeding and appeal process for any employee having a grievance arising out of or due to his or her employment. Authorizes the SHRC to adopt policies on alternate dispute resolutions for matters constituting a grievance under the article. Subjects decisions on attorney or witness fees to judicial review in GS 126A-86.

#### Article 9.

##### Separation, Offboarding, and Reductions in Force.

Requires SHRC to establish policies on separation for positions subject to the Article, including employee separation, voluntary separation incentives (GS 126A-91), furloughs, and reductions in force (GS 126A-92), GS 126A-93, GS 126A-94).

#### Article 10.

##### Inappropriate Political Activity.

Prevents, in GS 126A-100, all employees subject to the Article from (1) taking an active part in managing a campaign, campaign for political office, or otherwise engage in political activity while on duty or within any period of time during which he or she is expected to perform services for which he or she receives compensation from the State or (2) otherwise use the authority of their position, or utilize State funds, supplies, or vehicles to secure support for or oppose any candidate, party, or issue in an election involving candidates for office or party nominations, or affect the results thereof. Prohibits compelled speech as part of the agency employment application process in GS 126A-103. Provides for nondiscrimination and dignity in State government workplaces in GS 126A-104, including by prohibiting agencies to compel employees from affirming or professing belief of concepts related to race or sex as part of any employee training program. Provides for disciplinary action for failure to comply with the article in GS 126A-105.

#### Article 11.

##### Temporary Employees.

Directs SHRC to establish policies, without requiring the Governor's approval, on temporary employments including (1) consistent implementation of the JoinNC Program (detailed in GS 126A-111 and GS 126A-112) and (2) temporary employment.

#### Article 12.

##### Local Discretion over Local Government Employees.

Specifies, in GS 126A-120 (local government policies) that local government policies on annual leave, sick leave, hours of work, holidays, and the administration of the pay plan for county local government employees generally, and they are filed with the Director, then those rules will supersede the rules on those matters adopted by the SHRC. Requires county employees to be paid within the salary ranged adopted by the county board of commissioners, as described. Provides for joint exercise of authority of county boards where two or more counties are combined into a district for the performance of an activity. Specifies that when a municipality is performing an activity by or through employees who are subject to the provisions of this Chapter, the governing body of the municipality may exercise the authority granted by GS 126A-120. Authorizes county boards of commissioners to establish a local human resources system for its employees in GS 126A-122. Authorizes local governments to provide employee bonuses in GS 126A-123.

#### Article 13.

##### Employee Workplace Requirements Programs for Safety, Health, and Workers' Compensation.

Directs OSHR to establish a written program for executive branch agencies (was, State employees) for employee workplace environmental, health, and safety, and workers' compensation in GS 126A-131. Enumerates nine requirements for the program in GS 126A-132. Requires OSHR to maintain a model program of safety and health requirements to guide executive branch agencies in the development of their individual programs and to provide technical assistance, as specified, in GS 126A-133. Tasks OSHR with creating committees to perform workplace inspections, review injury and illness records, make advisory

recommendations to the agency's managers, and perform other functions determined by OSHR necessary to implement the article.

#### Article 14.

##### Protection for Reporting Improper Government Activities.

Provides for posting of notice to employees of their protections or obligations under the Article in GS 126A-144. Specifies in GS 126A-145 that an employee's right to speak to a member of the General Assembly at the member's request may not be directly or indirectly limited by the employee's supervisor or by any policy of the employing agency.

#### Article 15.

##### Equal Employment and Compensation Opportunity.

Provides for equal employment and compensation opportunities in GS 126A-150 by executive branch agencies (was, all agencies), including training (GS 126A-151). Limits who must develop equal employment opportunity plans to UNC and the specified principal departments (GS 126A-153). Prohibits retaliation against employees for protesting alleged equal employment opportunity violations.

#### Article 16.

##### The Privacy of Employee Personnel Records.

Tasks SHRC with establishing policies on the personnel files subject to the Article in GS 126A-160, removing references to rule making. Specifies those personnel files not subject to inspection under the State public records act in GS 126A-161, which records are open to inspection (GS 126A-162), and certain restrictions on access to records (GS 126A-162.1), clarifies which information in a personnel file is confidential (GS 126A-163).

#### Part II.

Enacts Article 7E to GS Chapter 120 (Legislative HR System). Authorizes the Legislative Services Commission (LSC) to adopt policies concerning the seven listed matters, including equal employment opportunity, in GS 120-36.30. Provides for leave for temporary employees, establishment of equal employment opportunity, duty to report improper government activities, privacy of employee personnel records, those records that are open to inspection, confidential information in personnel files, employee objections to placement of information in personnel files, penalties for permitting access to a confidential file by an unauthorized person or accessing a confidential file without authority. Repeals GS 120-32.5 (leave for temporary employees). Makes conforming change to GS 120-32 (duties of the LSC).

#### Part III.

Enacts Article 28E, the Judicial HR System, to GS Chapter 7A, as follows. Authorizes the Director of the Administrative Office of the Courts to establish policies on the four listed employment related matters. Requires the judicial branch to provide equal opportunity to employment and compensation, as described. Provides for an employee's duty to report improper government activities, privacy of employee personnel records, those records that are open to inspection, confidential information in personnel files, employee objections to placement of information in personnel files, penalties for permitting access to a confidential file by an unauthorized person or accessing a confidential file without authority.

#### Part IV.

Makes conforming changes by updating statutory cross-references in the following additional statutes: GS 1-54(a), GS 7A-29(a), GS 7A-146(13), GS 7A-754, GS 7A-759, 7A-760, GS 18C-113(c), GS 18C-120, GS 62-12, GS 62-14, GS 63A-24(b), GS 74-24.19(a), GS 90-270.51(f), GS 90-333(h), GS 90B-5(e), GS 97-77(b), GS 99A-2(e), GS 114-4, GS 114-4.26, GS 114-4.2B, GS 114-4.2C, GS 115C-21(a)(1), GS 115C-218.90(a)(6), GS 115C-238.68(7), GS 115C-302.1(j), GS 115C-336.1, GS 115D-3(a3), GS 116-14(b), GS 116-30.4, GS 116-33.2, GS 116-37.3(b), GS 116-239.10, GS 116-350.30(a), GS 116-360.15(b), GS 120-86.1, GS 122C-112.1(b)(6), GS 128-33.1(a), GS 130A-41(b)(12), GS 130A-45.12, GS 132-1.4A(b), GS 135-3(c), GS 135-5.1(a)(3), GS 135-6.1(a), GS 135-48.23(a), GS 136-4, GS 138A-3(70), GS 138A-12, GS 143-202.4, GS 143-300.35(a), GS 143-554(a), GS 143-652.2(f), GS 143B-53.2(c), GS 143B-168.12(a)(2), GS 143B-168.14(a)(2), GS 143B-216.70(b), GS 143B-216.80(b)(1), GS 143B-394.2(a), GS 143B-431.01(j), GS 143B-1209.11(f), GS 143B-1212, GS 143B-1322(b), GS 143C-

6-10, GS 147-64.6(d), GS 147-65.2, GS 147-72.1(c), GS 142-118.8(a), GS 150B-23(a), GS 150B-25.1(c), GS 150B-33(b)(11), GS 153A-92(b)(5), GS 153A-439(b), GS 168A-10.1, and GS 169-13(b).

Makes conforming changes to GS 53C-2-3 (Office of the Commissioner of Banks), GS 62-14 and 15 (Utilities Commission staff) to reflect portions of GS Chapter 126A applicable to that entity and its employees. Makes conforming changes to GS 128-15(d) (veteran's preference in hiring) to update statutory cross references and to specify that exempt policymaking employees and designated employees of policymakers, statutorily exempt employees, State employees compensated as teachers, as defined in GS Chapter 126A, employees of the legislative and judicial branches, and employees covered by GS 126A-15.1(b) are subject to the statute

Repeals GS 116-360.5(2) (definition of career state employee status in the definitions pertaining to East Carolina University Health Care Operations), Article 63 of GS Chapter 143 (State Employees Workplace Requirements Program for Safety, Health, and Workers' Compensation).

Part V.

Section 5.1(a). (formerly, Section 3.1.)

Removes references to the Public Workforce Modernization Act in the five matters that will continue to be governed by the provisions of GS Chapter 126 as it existed immediately prior to its repeal.

Section 5.1(b).

Applies the following provisions only to employees hired on or after October 1, 2026, GS 126A-310.1(a)(2), as enacted by this act and GS 126A-15.2(e), as enacted by this act.

Section 5.1(c).

Specifies that employees designated under GS 126-5 on or before September 30, 2026, are designated as the following under Part 3 of Article 1 of GS Chapter 126A, as enacted by this act, effective October 1, 2026:

(1) Employees designated as confidential assistants or confidential secretaries are automatically redesignated as designated employees of policymakers.

(2) Employees designated as exempt wardens are automatically redesignated as exempt wardens.

(3) Employees designated as exempt policymaking employees are automatically redesignated as exempt policymaking employees.

(4) Employees designated as exempt managerial employees are automatically redesignated as exempt managerial employees.

Section 5.2. (was, Section 3.2).

Removes provisions instructing OSHR to submit a revised disciplinary policy to SHRC and the Governor. Instead, directs SHRC to review rules in Title 25, Chapter 01 of the North Carolina Administrative Code (Code) and repeal any rules it determines to be unnecessary after enactment of the act.

Section 5.3. (was, Section 3.3).

Removes references to the Public Workforce Modernization Act. Changes the cutoff date for the specified agreements to remain in effect until modified or terminated from those in effect on the effective date of the Public Workforce Modernization Act to September 30, 2026. Changes the cutoff date for the pending litigation not to be impacted by the enactment of the act from the enactment of the Public Workforce Modernization Act to October 1, 2026.

Section 5.6.

Directs OSHR to submit the first State of the State workforce report by January 15, 2027.

Part VI.

Makes conforming changes to the act's effective date.

Makes additional organizational, conforming, clarifying, and technical changes throughout.

**Intro. by Corbin, Johnson, Lee.**

APPROP, GS 1, GS 7A, GS 18C, GS 62, GS 74, GS 90, GS 90B, GS 95, GS 97, GS 99A, GS 114, GS 115C, GS 115D, GS 116, GS 120, GS 122C, GS 126, GS 128, GS 130A, GS 132, GS 135, GS 136, GS 138A, GS 143, GS 143B, GS 143C, GS 147, GS 150B, GS 153A

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Courts/Judiciary, Court System, Administrative Office of the Courts, Government, APA/Rule Making, Budget/Appropriations, General Assembly, State Agencies, Community Colleges System Office, UNC System, Office of State Human Resources (formerly Office of State Personnel), State Government, Executive, State Personnel

## ACTIONS ON BILLS

### PUBLIC BILLS

#### **H 87: EDUCATIONAL CHOICE FOR CHILDREN ACT (ECCA). (NEW)**

*Senate: Withdrawn From Com*

*Senate: Placed on Today's Calendar*

*Senate: Veto Overridden*

*House: Ch. SL 2026-6*

#### **H 206: DPS/OTHER CHANGES. (NEW)**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Rules and Operations of the Senate*

#### **H 258: WORKER SAFETY ACT OF 2026. (NEW)**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Rules and Operations of the Senate*

#### **H 301: SOCIAL MEDIA & AI SAFETY. (NEW)**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Rules and Operations of the Senate*

#### **H 308: 2026 CRIMINAL LAW CHANGES. (NEW)**

*Senate: Regular Message Sent To House*

*House: Regular Message Received For Concurrence in S Com Sub*

#### **H 315: PROHIBIT LITIGATION INVEST/AMEND WC BENEFITS. (NEW)**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Rules and Operations of the Senate*

#### **H 356: VARIOUS CIVIL AND INSURANCE LAW CHANGES. (NEW)**

*Senate: Withdrawn From Com*

*Senate: Re-ref to Finance. If fav, re-ref to Rules and Operations of the Senate*

**H 377: 2026 COURT CHANGES. (NEW)**

*Senate: Amend Adopted A2*  
*Senate: Passed 3rd Reading*  
*Senate: Engrossed*

**H 536: PHYSICAL THERAPY PRACTICE ACT MODS.**

*Senate: Reptd Fav Com Substitute*  
*Senate: Com Substitute Adopted*  
*Senate: Re-ref Com On Finance*

**H 565: LIMIT USE OF AI MEDICAID/COMMERCIAL INSURANCE. (NEW)**

*Senate: Reptd Fav Com Substitute*  
*Senate: Com Substitute Adopted*  
*Senate: Re-ref Com On Judiciary*

**H 936: ROBOCALL SOLICITATION MODIFICATIONS.**

*Senate: Reptd Fav Com Substitute*  
*Senate: Com Substitute Adopted*  
*Senate: Re-ref Com On Rules and Operations of the Senate*

**H 1094: FERRY DIVISION PERFORMANCE AUDIT.**

*House: Passed 2nd Reading*  
*House: Passed 3rd Reading*

**H 1104: IMPROVE IVC PROCESS AND ENHANCE PUBLIC SAFETY. (NEW)**

*House: Reptd Fav*  
*House: Cal Pursuant Rule 36(b)*  
*House: Added to Calendar*  
*House: Passed 2nd Reading*  
*House: Passed 3rd Reading*

**H 1109: NCDOT STI STUDY RECOMMENDATION.**

*House: Passed 2nd Reading*  
*House: Passed 3rd Reading*

**H 1123: UNC OMNIBUS & CAPITAL CONTRACTING LAW CHANGES.**

*Senate: Reptd Fav Com Substitute*  
*Senate: Com Substitute Adopted*  
*Senate: Re-ref Com On Finance*

**H 1126: 2026 DST ADMIN/TECHNICAL/CLARIFYING CHANGES.-AB**

*House: Regular Message Sent To Senate*  
*Senate: Regular Message Received From House*  
*Senate: Passed 1st Reading*  
*Senate: Ref To Com On Rules and Operations of the Senate*  
*Senate: Ref To Com On Rules and Operations of the Senate*

**H 1234: CONST. AMEND./SUPREME COURT ETHICS.**

*House: Passed 1st Reading*  
*House: Ref To Com On Rules, Calendar, and Operations of the House*

**H 1235: RESTORING SEPARATION OF POWERS & LEG. TRANSP.**

*House: Passed 1st Reading*  
*House: Ref To Com On Rules, Calendar, and Operations of the House*

**H 1236: CONST. AMEND./JUDICIAL STANDARDS COMMISSION.**

*House: Passed 1st Reading*

*House: Ref To Com On Rules, Calendar, and Operations of the House*

**S 310: CRIMINAL LAW CHANGES. (NEW)**

*House: Reptd Fav*

*House: Cal Pursuant Rule 36(b)*

*House: Added to Calendar*

*House: Withdrawn From Cal*

*House: Re-ref Com On Rules, Calendar, and Operations of the House*

**S 445: REGULATORY REFORM ACT OF 2026. (NEW)**

*House: Amend Adopted A1*

*House: Amend Failed A2*

*House: Amend Failed A3*

*House: Amendment Withdrawn A4*

*House: Passed 2nd Reading*

*House: Passed 3rd Reading*

*House: Ordered Engrossed*

**S 484: CLARIFY TOURISM-RELATED EXPENDITURES. (NEW)**

*House: Regular Message Sent To Senate*

*Senate: Regular Message Received For Concurrence in H Com Sub*

*Senate: Ref To Com On Rules and Operations of the Senate*

**S 730: RATEPAYER PROTECTION ACT. (NEW)**

*House: Amend Adopted A1*

*House: Amend Tabled A2*

*House: Amend Tabled A3*

*House: Amend Tabled A4*

*House: Amend Tabled A5*

*House: Amend Tabled A6*

*House: Passed 2nd Reading*

*House: Passed 3rd Reading*

*House: Ordered Engrossed*

**S 858: GSC ADD MEMBER FROM HIGH POINT LAW SCHOOL.**

*Senate: Regular Message Sent To House*

*House: Regular Message Received From Senate*

**S 1006: K-12 INNOVATION AND TRANSFORMATION ACT.**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Appropriations/Base Budget*

**S 1041: PUBLIC WORKFORCE MODERNIZATION ACT.**

*Senate: Reptd Fav Com Substitute*

*Senate: Com Substitute Adopted*

*Senate: Re-ref Com On Finance*

**S 1083: DANIEL JOHNSON (SENATE; TRANSPORTATION).**

*Senate: Reptd Fav*

*Senate: Ref To Com On Select Committee on Nominations*

**LOCAL BILLS**

**H 1218: NAVIGABLE WATERS/PINE KNOLL SHORES.**

*House: Regular Message Sent To Senate*

*Senate: Regular Message Received From House*

*Senate: Passed 1st Reading*

*Senate: Ref To Com On Rules and Operations of the Senate*

*Senate: Ref To Com On Rules and Operations of the Senate*

**S 876: ROWAN COUNTY LOCAL MODIFICATIONS. (NEW)**

*Senate: Regular Message Sent To House*

*House: Regular Message Received From Senate*

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