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Focusing on Legislative Representation

LEGISLATIVE REPORT April 28, 2025

GENERAL INTEREST BILLS

House Bill 318, The Criminal Illegal Alien Enforcement Act, was amended in the House Judiciary 2 Committee to remove the list of charged felonies triggering an examination into a detained person's citizenship/residency status, and instead has any felony trigger the inquiry. If the judicial official is unable to ascertain their status, then the official would set the conditions of pretrial release and commit the defendant to an appropriate detention facility to be fingerprinted, for a query of US Immigration and Customs Enforcement (ICE), and to be held for a period of two hours from ICE's query. If, by the end of the two-hour period, no detainer and administrative warrant have been issued by ICE, the defendant would be released pursuant to the terms and conditions of the release order. **The bill as amended was approved by the House Judiciary 2 Committee and will next be considered by the House Rules Committee.**

House Bill 900, Legislators Documents Confidentiality Change, would clarify circumstances when legislators, while in office and after leaving office, are required to reveal or consent to reveal any document, supporting document, drafting request, or information request made or received while a legislator. These would include: (1) federal grand jury subpoenas; (2) requests for information from investigative authorities; (3) correspondence regarding bills appropriating State funds to businesses and nonprofits; (4) correspondence with lobbyists and lobbyist principals regarding legislation; (5) compensation records of the legislator's staff; and (6) correspondence with State agencies regarding business interests of the legislator.

House Bill 902, Free to Learn - Library Bill of Rights Act, would establish and protect the rights of North Carolina residents to access information, preserve intellectual freedom, maintain privacy, and participate in library services without discrimination or undue restriction, and would prohibit any government entity or public official from prohibiting or restricting access to library materials based solely on their content or viewpoint. The bill would provide \$1 million to the Department of Justice to establish the Library Rights Division to investigate possible violations and bring enforcement actions.



NORTH CAROLINA COLLEGE OF EMERGENCY PHYSICIANS



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House Bill 903, Highway and Road Safety Act, would amend the statute that requires motor vehicles to stop for properly marked school buses when stopped in certain instances, increasing the minimum fines as follows: for a violation of the statute, from \$500 to \$1,000; for a willful violation of the statute and also striking any person, from \$1,250 to \$4,500; and for a willful violation of the statute and also striking a person that results in their death, from \$2,500 to \$7,000. The bill also would provide that it is prima facie evidence that the vehicle was operated by the person in whose name the vehicle was registered at the time of the violation whenever evidence is presented in any court or administrative hearing of the fact that a vehicle was operated in violation of the statute.

House Bill 905, Public School Part-Time Enrollment, would require local school administrative units and charter schools to allow part-time enrollment of students that otherwise attend nonpublic school.

House Bill 916, Strengthen Do Not Call/Text Registry, would: (1) include creating a lead or referral for compensation in the definition of telephone solicitation, and amend the definition of telephone solicitor to include subagents, contractors, or other third-party vendors, and to include any party that receives a sales lead or incoming call that was generated by a telephone call to a telephone subscriber; (2) require a telephone solicitor to stop contacting a telephone subscriber who is on the Do Not Call list and who indicates they do not want to be contacted further within 30 business days (previously, 60 business days); and (3) provide that no person, directly or through a salesperson, agent, subagent, contractor, or other third party vendor, may use automatic dialing and recorded messages to make unsolicited calls, and make jointly liable any party that knows the sales leads or incoming calls it receives were generated by calls placed by another party in violation of the statute.

House Bill 917, Establish DATA Division, would provide \$2 million to the General Assembly to establish and operate the Data Analytics, Transparency, and Accountability Division.

House Bill 919, Fair Access to Financial Services, would make it unlawful for a bank to deny or cancel its services to a person, or to otherwise discriminate against a person in providing its services based on political opinions, speech, or affiliations; religious beliefs, religious exercise, or religious affiliations or any factor that is not quantitative, impartial, or risk-based standard.

House Bill 920, NC Digital Asset Freedom Act, would allow the use of digital assets in economic transactions and in the payment of taxes and establish protections for new customers transmitting digital assets.

House Bill 929, Water Safety Bill, would prohibit the introducing or depositing of fluoride or any chemical containing fluoride into a public water system by any person. This would not apply to (i) any water treatment process where fluoride is naturally occurring in a water source or (ii) the use of fluoride for an industrial or manufacturing process not related to public water treatment.

House Bill 934, AI Regulatory Reform Act, would:

- define "deepfake" as an image or audio or video recording that has been created with the intent to deceive and that appears to depict a natural person speaking or acting in a manner that the person did not actually speak or act;
- make it a Class 1 misdemeanor for a person, without the affirmative consent of the depicted individual, to knowingly do any of the following for the purpose of (i) harassing, extorting, threatening, or causing physical, emotional, reputational, or economic harm to an

individual falsely depicted or (ii) injuring a candidate for elected office or influencing an election: (1) create a deepfake with an intent to distribute the deepfake; (2) distribute a deepfake; or (3) solicit the creation of a deepfake with an intent to distribute the deepfake; and

- provide that, when a learned professional uses an artificial intelligence program or product in the course of providing professional services to a client, the developer of the artificial intelligence product is not liable for any errors and the learned professional is solely responsible for any damage to the client resulting from errors generated by the artificial intelligence product.

House Bill 936, Robocall Solicitation Modifications, would modify the laws governing telephone solicitations to restrict robocalls.

House Bill 949, School Protection Act, would amend the statute that prohibits weapons on campus or other educational property to exclude a sworn law enforcement officer who is hired as an armed security guard by a nonpublic school, provided that the officer is acting in the discharge of the officer's official duties on the premises of that school.

House Bill 958, Election Law Changes, would make various changes to election administration and campaign finance laws, including:

- prohibiting the State Board of Elections, in educating voters, from using its role to recruit or encourage voters to associate with any political party over another or to influence voter turnout for a particular political party;
- providing that, for any challenge sustained for death of the voter, the challenged ballot shall not be counted if the voter died between the time the ballot was cast and 6:30 A.M. on election day;
- requiring on the ballot party designations to be printed on the same font type and size as the name of the candidate;
- requiring each county board to open at least one early voting site for every 30,000 registered voters, or any portion thereof, registered in that county as of July 1 of the previous calendar year and to seek to provide geographic diversity when selecting locations for early voting sites;
- requiring provisional official ballots, for counties with over 250,000 registered voters in that election, to be counted by the county board no later than 5:00 P.M. on the fifth business day after the election;
- amending the timeline for counting absentee ballots for counties with over 250,000 registered voters in an election as follows: (1) all absentee ballots received by the county board on the Monday before election day must be processed by 7:30 pm the day before election day; (2) the county board must count and report the results of all absentee ballots received before election day by 7:30 pm on election day; (3) the county board must report the number of absentee ballots received on election day by 7:30 pm on election day; and (4) for absentee ballots received on election day, the county board must count and report the results of those ballots no later than 5:00 pm on the fifth business day after the election;
- requiring any container-return envelope with a curable deficiency transmitted to the county board to be considered timely if the cure documentation is received no later than 5:00 pm (was, 12:00 pm) on the fifth (was, third) business day after the election;
- requiring a political committee, political party or affiliated party committee that receives a contribution or transfer of funds of \$2,000 (was, \$1,000) or more before an election but

after the period covered by the last report due before that election to disclose within 48 hours;

- requiring the Board to increase the dollar amount of the reporting threshold effective each election cycle beginning the period from January 1st of an odd-numbered year through December 31st of the next even-numbered year based on the Consumer Price Index; and
- prohibiting requiring the 48-hour report from applying to any candidate campaign committee in a primary election in which the candidate is unopposed on the ballot.

House Bill 959, Social Media Literacy in Schools, would require local boards of education to adopt policies for student access to the internet provided by the school district and to provide instruction on social media and its effects on health, including social, emotional, and physical effects.

House Bill 961, Criminal Intent Sentence Enhancement, would provide that, if a person is convicted of a felony and it is found that the offense was committed against the victim because of the victim's race, ethnicity, color, religion, nationality, country of origin, or gender, then the person would be sentenced at a felony class level one class higher than the principal felony for which the person was convicted.

House Bill 964, CCW Permit/Allow Carry of Other Weapons, would:

- allow a person to willfully and intentionally to carry concealed about his or her person any bowie knife, dirk, dagger, slung shot, loaded cane, metallic knuckles, razor, shuriken, stun gun, or other deadly weapon of like kind (1) when the person is on their own premises; (2) when the person has a concealed handgun permit, a valid out-of-state concealed handgun permit, or is exempt from obtaining such a permit, and they are not carrying the weapon in a place where a concealed handgun is prohibited; or (3) the person is a military permittee and provides proof to law enforcement, and is not carrying the weapon in a place where a concealed handgun is prohibited; and
- allow any person who has a concealed handgun permit to carry concealed any weapon listed above as long as they are not carrying the weapon in a place where a concealed handgun is prohibited.

House Bill 965, Environmental Rights Constitutional Amendment, would amend the State Constitution to protect the right of the people to pure water, clean air, and a preserved environment.

House Bill 968, Youth CERT Preparedness K-12 Training, would require instruction to be provided in emergency preparedness from kindergarten through high school and direct the State Board of Education to adopt standards for the same, differentiated between elementary school, middle school, and high school.

House Bill 977, Defend NC, would prohibit criminal justice agencies from assisting the United States Immigration and Customs Enforcement in the (i) apprehension or arrest of persons for alleged or suspected immigration violations or (ii) service of warrants for removal from the United States. The bill also would: (1) direct the NC Department of Health and Human Services to consider alternatives to decreased or terminated federal funding related to state biomedical initiatives, state health initiatives, and state biomedical and health-related research.

House Bill 981, LSAU Open Enrollment, would allow a parent or guardian of a student to request that the student be enrolled in any school within the local school administrative unit in which the parent is considered domiciled and require each local board of education to adopt an open

enrollment plan to allow for students to apply to attend a school within the same local school administrative unit other than the school of the assignment area in which the student is domiciled.

House Bill 982, NC Highway Safety Act of 2025, would establish a pilot program to improve public safety by authorizing the use of electronic speed-measuring systems by the Department of Transportation to detect speed limit violations in highway work zones; establish standards for the approval, use, and calibration of electronic speed-measuring systems; establish a civil penalty for speed violations in highway work zones that are detected by those systems; create a new special fund within the state civil penalty and forfeiture fund; and provide for the payment of the penalties into the designated special fund.

House Bill 983/Senate Bill 714, would prohibit corporal punishment in public schools.

House Bill 984, Regulate Research of Medical Cannabis, would regulate the research of cannabis as a treatment for medical conditions.

House Bill 996, Further Limit General Fund Operating Budget, would require: (1) the General Fund operating budget each fiscal year to not be greater than six percent (currently, seven percent) of the projected total State personal income for that fiscal year; and (2) in each fiscal year, funds in excess of this limitation be available for expenditure only upon a two-thirds vote of the membership of the Senate and the House of Representatives present and voting.

House Bill 997, Certify Reading of NC Constitution, would require every member of the General Assembly prior to taking the oath of office to certify to the Principal Clerk of the house for which that member has been elected or appointed whether or not that member has read, listened to, or otherwise reviewed a copy of the Constitutions of the United States and the State of North Carolina within the previous two years.

House Bill 999, Regulation of Video Gaming Terminals, would authorize regulated play of video gaming terminals in this state.

House Bill 1004, UNC AI & Technology Hubs, would direct the UNC Board of Governors, no later than December 1, 2026, to select up to eight constituent institutions of The University of North Carolina to serve as Artificial Intelligence Hubs in this State. At least one AI Hub would be one of North Carolina's Public Historically Black Colleges and Universities or North Carolina's Historically American Indian University, UNC - Pembroke. Each AI Hub would convene industry and academia to ensure that artificial intelligence (i) generates economic growth for the State of North Carolina and (ii) protects the rights and liberties of the citizens of this State. The bill would provide \$70 million to the UNC Board of Governors to be allocated to each constituent institution to establish a technology hub or support a previously designated AI Hub at the institution to encourage (i) technology innovation, (ii) workforce upskilling, (iii) entrepreneurship, and (iv) advanced manufacturing. The bill also would provide \$30 million for the North Carolina Collaboratory to establish a grant fund for research projects on Artificial Intelligence. The project would involve applied AI research to develop an application in one of the following priority areas: education; workforce development; healthcare; and government.

House Bill 1006, Const. Amend. Single Subject Bills, would amend the State Constitution to limit the number of subjects that can be in a bill to one, except for appropriations bills, tax bills, and technical corrections bills.

House Bill 1011, NC Compassionate Care Act, enact the "NC Compassionate Care Act," to require the Department of Health and Human Services to issue registry identification cards to persons who qualify as qualified patients or designated caregivers provide medical cannabis. The bill provides great details on the requirements for patients and caregivers.

BILLS OF INTEREST

House Bill 139, Baby Boxes/Newborn Safety Device. This bill was modified to allow a qualified establishment (a physical building of an emergency department, a fire department, or a rescue or emergency medical services squad that is staffed onsite 24 hours per day by an emergency medical technical or other emergency health care provider) to install a newborn safety device that has a temperature-controlled interior, is properly ventilated to ensure the safety of infants, and has an exterior door that automatically locks upon placing the newborn in the device, has a door to access the device from inside the establishment, and that is physically attached to the exterior of the establishment in an area that is conspicuous and visible to employees. The bill also requires the establishment to comply with six listed criteria, including installing an adequate dual alarm system connected to the physical location of the newborn safety device, weekly testing, visual inspection of the device at least twice per day, and development of an emergency plan for rendering of emergency care to an infant. It also allows an employee of the qualified establishment to take temporary custody of a surrendered infant without a court order, through placement in a newborn safety device so long as the infant is reasonably believed to be not more than 30 days old and is voluntarily placed in the device by a parent who does not express an intent to return for the infant. The bill also requires the Department of Health and Human Services, Division of Social Services to perform an initial inspection and annually inspect each newborn safety device installed in accordance with this statute. **The bill as amended was approved by the House Judiciary 2 Committee and will next be considered by the House Health Committee.**

House Bill 349, Update Requirements/Advance Health Care Directives. This bill would update requirements for health care power of attorney and advance health care directives by requiring a signature be either notarized or witnessed by 2 witnesses (instead of both) and authorize the Secretary of State to receive electronic filings of advance health care directives. **The bill was approved by the Full House and will next be considered by the Senate.**

House Bill 612, Fostering Care in NC Act. The bill as amended restricts the relevant county child welfare agency from placing a juvenile in any unlicensed facility or without sanction of the court designated by court order. It also modifies the time within which the LME/MCO or PHP must arrange for a comprehensive clinical assessment, psychiatric evaluation, or other substantially equivalent assessment to within three business days following notification from the director. **The bill as amended was approved by the House Health Committee and will next be considered by the Full House.**

House Bill 906, Reagan's Law. This bill includes a provision that would repeal NC Gen Stat. 58-3-190 which is the NC prudent layperson statute. The bill says specifically that the repeal is the result of duplicative health plan requirements for emergency care; however, we are concerned about removing this statute and feel that the statute is NOT duplicative. **We have reached out to all the sponsors of the bill regarding our concerns and will continue to gather information regarding the language in the bill, the purpose of the language and why this statute is important to keep in NC law regardless of Federal law. Introduced by Reps. Bell, White, Campbell, Reives and referred to the House Health Committee.**

House Bill 926, Regulatory Reform Act of 2025. This bill includes a variety of provisions including a new SUDEP Awareness Week beginning on the second Sunday in November of each year. The legislation also encourages local boards of education to develop and provide seizure awareness training for all teachers and other school personnel who may be responsible for students with epilepsy or students that are otherwise predisposed to seizures. **Introduced by Reps. Riddell, Zenger, and Chessser and referred to the Regulatory Reform Committee.**

House Bill 928, Allows PTs in School Concussion Protocol, would allow physical therapists to evaluate student athlete head injuries during athletic activities. **Introduced by Reps. Chessser, Pyrtle, Cairns, and Cunningham and referred to the House Education K-12 Committee.**

House Bill 940, Protection Against Pregnancy Discrimination, would provide protections against employment discrimination based on pregnancy, childbirth, and pregnancy related conditions, including:

- requiring individuals affected by pregnancy, childbirth, or pregnancy related conditions to be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other individuals not so affected but similar in their ability or inability to work;
- requiring an employer to provide a pregnant individual with a leave of absence for the period of time that the individual is sick or temporarily disabled because of pregnancy, childbirth, or pregnancy related conditions, and to treat an individual on pregnancy related leave the same as other employees on leave for sickness or other temporary disabilities;
- requiring an employer to allow a pregnant individual to return to the same job, or a similar job of at least the same pay, if the individual has taken a leave of absence only for the actual period of disability relating to pregnancy, childbirth, or pregnancy related conditions unless the employer can demonstrate business necessity for not doing so;
- requiring an employer to provide reasonable accommodations for conditions related to pregnancy, childbirth, or pregnancy related conditions unless the accommodation would impose an undue hardship. Reasonable accommodations could include modified work schedules, modified work assignments, seating or equipment modifications, temporary transfers, or break time and space for expressing breast milk;
- providing that an employer claiming a bona fide occupational qualification defense must prove that: (i) the qualification is reasonably necessary to the essence of the business operation; (ii) substantially all individuals excluded by the qualification cannot safely and efficiently perform the essential duties of the job; and (iii) there are no less discriminatory alternatives available to achieve the same business purpose;
- allowing an individual who claims to be aggrieved by an unlawful discriminatory practice regarding pregnancy, childbirth, or pregnancy related conditions to file a civil action within three years of the alleged discriminatory act; and
- allowing the court to award back pay, reinstatement, compensatory damages, injunctive relief, and reasonable costs and attorneys' fees.

Introduced by Representatives von Haefen, Clark, and Helfrich and referred to the House Rules Committee.

House Bill 973, Uniform Restrictive Employment Agreement Act, would enact the Uniform Restrictive Employment Agreement Act to regulate agreements that prohibit or limit employees from working elsewhere after their relationship with the original employer ends, such as non-compete, non-solicitation, and no-recruit agreements, including:

- defining a restrictive employment agreement as an agreement or part of another agreement between an employer and worker that prohibits, limits, or sets a condition on working other than for the employer after the work relationship ends or a sale of a business is consummated. The term includes a confidentiality agreement, no-business agreement, noncompete agreement, non-solicitation agreement, no-recruit agreement, payment-for-competition agreement, and training-repayment agreement;
- prohibiting restrictive employment agreements for low-wage workers, which are defined as employees earning less than the annual mean wage for North Carolina, establishing that restrictive employment agreements are not enforceable if the employee resigns for good cause attributable to the employer or if the employer terminates the employee for a reason other than misconduct or completion of agreed work or contract term, and requiring all restrictive employment agreements to be reasonable for enforceability;
- providing that a noncompete agreement is prohibited and unenforceable unless:
 - the agreement protects any of the following legitimate business interests: (a) the sale of a business of which the worker is a substantial owner and consents to the sale; (b) the creation of a business in which the worker is a substantial owner; (c) a trade secret; or (d) an ongoing client or customer relationship of the employer;
 - when the worker signs the agreement and through the time of enforcement, the agreement is narrowly tailored in duration, geographical area, and scope of actual competition to protect an interest, and the interest cannot be protected adequately by another restrictive employment agreement; and
 - the prohibition on competition lasts not longer than: five years after the work relationship ends when protecting an interest; or one year after the work relationship ends when protecting an interest as specified;
- providing that a confidentiality agreement is prohibited and unenforceable unless the worker has specific information regarding the employer;
- making a no-business agreement prohibited and unenforceable unless the agreement (i) applies only to a prospective or ongoing client or customer of the employer with which the worker had worked personally and (ii) lasts not longer than six months after the work relationship between the employer and worker ends;
- providing that a non-solicitation agreement is prohibited and unenforceable unless the agreement (i) applies only to a prospective or ongoing client or customer of the employer with which the worker had worked personally and (ii) lasts not longer than one year after the work relationship between the employer and worker ends;
- providing that a no-recruit agreement is prohibited and unenforceable unless the agreement prohibits hiring or recruiting only: (1) another worker currently working for the employer with whom the worker had worked personally; and (2) lasts not longer than six months after the work relationship between the employer and worker ends;
- making a payment-for-competition agreement prohibited and unenforceable unless the agreement (i) imposes a financial consequence that is not greater than the actual competitive harm to the employer and (ii) lasts not longer than one year after the work relationship between the employer and worker ends;
- providing that a training-repayment agreement is prohibited and unenforceable unless the agreement: (1) requires repayment only of the cost of special training; (2) lasts not longer

than two years after the special training is completed; and (3) prorates the repayment for work done during the post-training period;

- prohibiting a court from modifying a restrictive employment agreement to make the agreement enforceable;
- allowing a worker who is a party to a restrictive employment agreement or a subsequent employer that has hired or is considering hiring the worker to seek a declaratory judgment that the agreement is unenforceable;
- allowing the court, in addition to other judicial remedies, to award statutory damages and in a private action reasonable attorneys' fees to a party that successfully challenges or defends against enforceability of a restrictive employment agreement or proves a violation;
- providing that an employer seeking to enforce a restrictive employment agreement has the burden of proving compliance;
- providing that an employer that enters a restrictive employment agreement that the employer knows or reasonably should know is prohibited commits a civil violation, and allowing the Attorney General to bring an action on behalf of the worker, or the worker to bring a private action, against the employer; and
- allowing the court to award statutory damages of not more than \$5,000 per worker per agreement for each violation.

Introduced by Representatives Longest, Cohn, Dahle, and Harrison and referred to the House Rules Committee.

House Bill 975, EMS Personnel/Allow Carry of Pepper Spray, would allow emergency medical services personnel, while on duty, to carry pepper spray openly or concealed. **Introduced by Reps. Scott, N. Jackson, and Biggs. The bill as filed was approved by the House Emergency Management Committee and will next be considered by the House Judiciary 3 Committee.**

House Bill 1001, Reports Related to Sexual Assault Exams, would require programs approved by the Board of Nursing that train sexual assault nurse examiners to annually report graduate information and work location information to DHHS. **Introduced by Reps. Johnson-Hostler and Campbell and referred to the House Health Committee.**

Senate Bill 336, Interstate Medical Licensing/International Physicians. This bill was amended to remove the NC Medical Board's authority to adopt rules pertaining to adequate supervision of internationally-trained physicians and modifies the requirements for an applicant to qualify for an internationally-trained physician employee license. In addition, the new version of the bill no longer requires the employing hospital be accredited by the Joint Commission, or that applicant be supervised in a rural area. The bill now requires that the applicant have completed two years of postgraduate training in a graduate medical education program approved by their country of licensure. The bill also automatically converts internationally-trained physician employee licenses to a full license to practice medicine in the State after four years of active practice in North Carolina if the physician is in good standing. **The bill as amended was approved by the House Health Committee and will next be considered by the House Finance Committee.**

Senate Bill 370, Repeal of Certificate of Need Laws, would repeal NC Certificate of Need Laws. **This bill was approved by the Full Senate and will next be considered by the House.**

Senate Bill 429, 2025 Public Safety Act, was amended in the Senate Judiciary Committee to:

- remove the provisions that prohibited hemp-derived consumable products; and
- expand the *mens rea* required for culpability under the statute regarding exposing a child to a controlled substance to include acting with reckless disregard for human life, and exempt persons who intentionally administer a controlled substance to a child that has been prescribed to the child by a licensed medical professional when given in the prescribed manner and amount.

The bill as amended was approved by the Senate Judiciary Committee and will next be considered by the Senate Rules Committee.

Senate Bill 527, Modify Laws Applicable to LME/MCOs. This bill was amended concerning tailored Medicaid plans to specify that Medicaid Local Management Entity/Managed Care Organizations operating tailored plans will only have contracts with entities that holds a Prepaid Health Plan (PHP) license and that cover the services required to be covered under a standard benefit plan contract during the initial contract term. **The bill as amended was approved in the Senate Health Committee and will next be considered by the Senate Rules Committee.**

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