

Legal Framework for Employment within the University of North Carolina system

The Fair Labor Standards Act (FLSA) - US Department of Labor

* Two Types of Employment Exempt and Non-exempt

* These categories are based on job DUTIES, not titles

* The State of NC or the UNC System administration cannot change the FLSA

FLSA Non-exempt

1. Time and a half compensation - hours over 40
2. Timesheets/ records required for hours worked

FLSA Exempt

1. No time and a half compensation
2. Timesheets not required, "salaried"

SUBJECT to the Personnel Act (SPA)

State Personnel Commission makes the rules. Positions are "classified" within the Banding System.

SPA - FLSA non-exempt

Office Support
Police Officers
Accounting Professionals
Housekeepers
Facilities Professionals
Computer Programmers
Research Technicians
etc.

[~# employees = 15,400]

SPA - FLSA exempt

Business Officers
Senior Police
IT Managers
HR Managers
Auditors
Senior Accounting
Other managerial
etc.

[~# employees = 8,000]

EXEMPT from Personnel Act (EPA)

UNC Board of Governors make the rules.

EPA - FLSA exempt

9, 10 and 12 month teaching faculty
EPA instructional (librarians, student services, coaches)
EPA research (higher level research positions)
Term appointment professionals
Senior Academic and Administrative Officers (SAAO-I)
Chancellors, Provosts, Deans, Vice Chancellors, etc.
Senior Academic and Administrative Officers (SAAO-II)
Asst and Assoc Deans, Asst Vice Chancellors, etc.

[~# employees = 24,400]