

*12-01A Resolution Regarding Leave for Victims of Disasters for
University of North Carolina Employees*

Resolution of the Staff Assembly of the University of North Carolina

December 3, 2012

WHEREAS, the University of North Carolina Staff Assembly is charged with constructively addressing the concerns of the staff, including the presentation of staff concerns to the President and University of North Carolina General Administration, and

WHEREAS, the State Personnel Commission granted in North Carolina General Statute 126-4 ^(a) to establish policies and rules governing leave and other matters pertaining to the conditions of employment for University staff, the Staff Assembly should address revising the leave policy for victims of disasters to improve the comprehensive benefits and “labor market competitiveness necessary to recruit and retain a competent workforce” ^(b), and

WHEREAS, North Carolina has perennially been affected by significant hurricanes and has been under threat by other natural and man-made disasters over the last several decades. Many affected disaster locations have suffered severe damage and catastrophic loss of primary personal residences of University employees, their families and other State employees, and

WHEREAS, the Staff Assembly recognizes the constraints the immediate economic crisis is placing on the State and University System resources. The Staff Assembly is also appreciative of the sacrifice the entire University community is making in light of this crisis, and

WHEREAS, North Carolina University employee victims of disasters currently have no paid leave recourse for dealing with disaster recovery of primary personal residences aside from depleting vacation or bonus benefit hours, while the Virginia Department of Human Resource Management ^(c) offers an excellent peer state government corollary emergency disaster leave solution by permitting agencies to grant up to 80 hours of paid leave annually to qualifying employees who are victims of disasters, therefore

BE IT RESOLVED, that the UNC Staff Assembly respectfully requests that the UNC General Administration petition the Office of State Personnel, to rewrite the current leave policy to allow state employees who have experienced a loss of property due to a declared disaster be able to;

- Use all accrued leave balances including Sick Leave.
- Allow Shared Leave donations as a compassionate exemption to the State Personnel Act for this circumstance.
- Allow affected and non affected State employees to use their Community Service Leave to assist with disaster relief in affected areas without requiring the work to be through a charitable organization.

BE IT FURTHER RESOLVED, that the UNC Staff Assembly requests that UNC General Administration request the Office of State Personnel look into the possibility of creating an Emergency Disaster Leave policy like the Virginia Department of Human Resources Management provides its state employees to help with recruitment and retention. ^(c)

Signed on Behalf of the UNC Staff Assembly,

Charles Brink
Chair

References:

- (a) State Personnel Act G.S. Chapter 126-4
- (b) State Personnel Act G.S. Chapter 125
- (c) Virginia Department of Human Resource Management Policy Number: 4.17 – Emergency Disaster Leave (http://www.dhrm.state.va.us/hrpolicy/web/pol4_17.html)