ADDENDUM

COVID-19 SPECIAL FACULTY AND STAFF WORK AND LEAVE PROVISIONS

EFFECTIVE MAY 01 – MAY 08, 2020

(Issued 04-29-2020)

The April 1 – April 30, 2020 COVID-19 Special Faculty and Staff Work and Leave Provisions (issued 03-26-2020) remain in effect and have been extended through May 8, 2020 with the following additional provisions.

Additional Flexibility on Mandatory Employee Special Compensation

Effective May 1, 2020, chancellors have the discretion to grant COVID-19 special compensation (as added pay, equivalent compensatory time, or some combination of the two) to mandatory employees at rates of 1.05, 1.1, 1.2, 1.25, or 1.5 hours of compensation for each hour required to be worked on-site in a work week May 1, 2020 and after. The maximum work hours that may receive special compensation is 40 per work week. Institutions have the discretion to differentiate the special compensation rate based on work unit and/or position classification.

Families First Coronavirus Response Act (FFCRA) Leave Provisions

1. The Families First Coronavirus Response Act (FFCRA) provides up to two weeks of Emergency Paid Sick Leave to all active employees (both permanent and temporary) and provides an Expanded Family & Medical Leave (FML) benefit for employees who need to care for their child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons. The Chancellor has the discretion to exclude health care providers and emergency responders from eligibility. This leave is counted separately from a permanent employee’s normally accrued sick leave.

2. Employees may use COVID-19 Paid Administrative Leave to supplement any partial pay for all days on which Emergency Paid Sick Leave and/or Expanded FML is used in order to maintain the employee’s full day of pay.

3. The effective date of the FFCRA Leave programs is April 1, 2020. Institutions must implement and communicate these leave provisions no later than May 1.

4. For further information and requirements, refer to UNC Policy Manual 300.2.15[R], effective April 1, 2020, and related Frequently Asked Questions.