

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

H.B. 317  
Mar 8, 2023  
HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30140-MT-55

Short Title: UNC Omnibus.

(Public)

Sponsors: Representative Hardister.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO MAKE VARIOUS CHANGES TO THE LAWS CONCERNING THE  
3 UNIVERSITY OF NORTH CAROLINA.

4 The General Assembly of North Carolina enacts:

5  
6 **PART I. EXEMPT FROM THE STATE HUMAN RESOURCES ACT CERTAIN**  
7 **EMPLOYEES OF NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE**  
8 **UNIVERSITY DESIGNATED AS COUNTY OPERATIONS SUPPORT STAFF**

9 **SECTION 1.(a)** G.S. 126-5(c1)(9a) reads as rewritten:

10 "(9a) Employees of the North Carolina Cooperative Extension Service of North  
11 Carolina State University and North Carolina Agricultural and Technical State  
12 University who are employed in county operations and who are not exempt  
13 pursuant to subdivision (8) or (9) of this subsection."

14 **SECTION 1.(b)** G.S. 153A-439(b) reads as rewritten:

15 "(b) The policies adopted by the Board of Trustees of North Carolina State University and  
16 North Carolina Agricultural and Technical State University, respectively, for the employees of  
17 the North Carolina Cooperative Extension Service shall govern the employment of employees  
18 exempted from certain provisions of Chapter 126 of the General Statutes pursuant to  
19 G.S. 126-5(c1)(9a). The policies adopted by the University of North Carolina Board of  
20 Governors and the employing constituent institution shall govern the employment of employees  
21 of the North Carolina Cooperative Extension Service exempted from certain provisions of  
22 Chapter 126 of the General Statutes pursuant to G.S. 126-5(c1)(8)."

23  
24 **PART II. INCLUDE NCSSM IN THE DISTINGUISHED PROFESSOR ENDOWMENT**  
25 **FUND**

26 **SECTION 2.** Part 4A of Article 1 of Chapter 116 of the General Statutes reads as  
27 rewritten:

28 "Part 4A. Distinguished Professors Endowment Trust Fund.

29 "**§ 116-41.13. Distinguished Professors Endowment Trust Fund; purpose.**

30 The General Assembly of North Carolina recognizes that ~~the public university system each~~  
31 constituent institution of The University of North Carolina would be greatly strengthened by the  
32 addition of distinguished scholars. It further recognizes that private as well as State support is  
33 preferred in helping to obtain distinguished scholars for ~~the State universities constituent~~  
34 institutions and that private support will help strengthen the commitment of citizens and  
35 organizations in promoting excellence throughout ~~all State universities.~~ The University of North  
36 Carolina. It is the intent of the General Assembly to establish a trust fund to provide the



1 opportunity to each ~~State university~~ constituent institution to receive and match challenge grants  
2 to create endowments for selected distinguished professors to occupy chairs within the ~~university-~~  
3 constituent institution. The associated foundations that serve the ~~universities~~ constituent  
4 institutions shall solicit and receive gifts from private sources to provide for matching funds to  
5 the trust fund challenge grants for the establishment of endowments for chairs within  
6 ~~universities~~ constituent institutions.

7 **"§ 116-41.13A. Distinguished Professors Endowment Trust Fund; definitions.**

8 The following definitions apply in this Part:

- 9 (1) "Focused growth institution" means Elizabeth City State University,  
10 Fayetteville State University, North Carolina Agricultural and Technical  
11 University, North Carolina Central University, The University of North  
12 Carolina at Pembroke, Western Carolina University, and Winston-Salem State  
13 University.  
14 (2) "Special needs institution" means the North Carolina School of the Arts,  
15 redesignated effective August 1, 2008, as the "University of North Carolina  
16 School of the Arts," the North Carolina School of Science and Mathematics,  
17 and The University of North Carolina at Asheville.

18 ...."

19  
20 **PART III. PROVIDE EFFICIENCY AND FLEXIBILITY TO THE UNIVERSITY OF**  
21 **NORTH CAROLINA BY EXEMPTING CERTAIN FLSA-EXEMPT EMPLOYEES OF**  
22 **THE UNIVERSITY FROM THE STATE HUMAN RESOURCES ACT AND MAKING**  
23 **THOSE EMPLOYEES SUBJECT TO THE DIRECT AUTHORITY OF THE BOARD OF**  
24 **GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA**

25 **SECTION 3.(a)** Effective July 1, 2023, G.S. 126-5(c1)(8) reads as rewritten:

26 "(c1) Except as to Articles 6 and 7 of this Chapter, this Chapter does not apply to any of the  
27 following:

28 ...

- 29 (8) Instructional and research staff, finance professionals, business office  
30 professionals, auditor professionals, information technology professionals,  
31 physicians, ~~and dentists~~ dentists, pilots, and all other employees of The  
32 University of North Carolina, Carolina who are exempt from the minimum  
33 wage and overtime compensation provisions of the Fair Labor Standards Act,  
34 including the faculty of the North Carolina School of Science and  
35 Mathematics. The Board of Governors of The University of North Carolina  
36 shall have the authority to establish positions under this subdivision to be  
37 exempt from this Chapter without further review or approval by any other  
38 State agency."

39 **SECTION 3.(b)** Effective July 1, 2023, G.S. 126-1.1 reads as rewritten:

40 **"§ 126-1.1. Career State employee defined.**

41 (a) For the purposes of this Chapter, unless the context clearly indicates otherwise,  
42 "career State employee" means a State employee or an employee of a local entity who is covered  
43 by this Chapter pursuant to G.S. 126-5(a)(2) who:

- 44 (1) Is in a permanent position with a permanent appointment, and  
45 (2) Has been continuously employed by the State of North Carolina or a local  
46 entity as provided in G.S. 126-5(a)(2) in a position subject to the North  
47 Carolina Human Resources Act for the immediate 12 preceding months.

48 (b) As used in this Chapter, "probationary State employee" means a State employee who  
49 is in a probationary appointment and is exempt from the provisions of the North Carolina Human  
50 Resources Act only because the employee has not been continuously employed by the State for  
51 the time period required by subsection (a) or (c) of this section.

- 1 (c) Notwithstanding the provisions of subsection (a) ~~above, employees of this section:~~
- 2 (1) Employees who are hired by a State agency, department or university in a
- 3 sworn law enforcement position or forensic scientist position and who are
- 4 required to complete a formal training program prior to assuming law
- 5 enforcement or forensic scientist duties with the hiring agency, department or
- 6 university shall become career State employees only after being employed by
- 7 the agency, department or university for 24 continuous months.
- 8 (2) Employees of The University of North Carolina who are exempt from the
- 9 minimum wage and overtime compensation provisions of the Fair Labor
- 10 Standards Act and who attained career status before July 1, 2023, have the
- 11 option of either (i) continuing employment with career State employee status
- 12 if the employee remains in the position the employee occupied on June 30,
- 13 2023, or (ii) waiving career State employee status and continuing employment
- 14 as an exempt employee under G.S. 126-5(c1)(8). The University shall provide
- 15 each affected employee with a written explanation of the impact of an election
- 16 to waive career State employee status. An employee's election to waive career
- 17 State employee status must be acknowledged either through the employee's
- 18 written or electronic signature."

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20 **PART IV. EFFECTIVE DATE**

21 **SECTION 4.** Except as otherwise provided, this act is effective when it becomes  
22 law.