

TYPE OF LEAVE	PROMOTION/ RECLASS IN SAME DEPT	POSITION CHANGES WAGE- HOUR STATUS	TRANSFER TO OTHER UNIV DEPT	A STATE AGENCY OR UNC SCHOOL (SHRA)	DIRECT REHIRE FROM SHRA TO EHRA WITHIN UNIVERSITY	HIRED AS EHRA AT OTHER UNIVERSITY	TRANSFER TO UNC HOSPITALS	TRANSFER TO STATE COMM COLLEGE OR PUBLIC SCHOOL	RESIGN/DISMISSAL/DEATH OR OTHER SEPARATION OUTSIDE STATE SYSTEM	SERVICE/EARLY RETIREMENT	LAYOFF
Vacation	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change. Partial payouts are not allowed. If EHRA position does NOT earn leave, then all leave must be paid out (max 240/prorated). Excess does not convert to sick leave. Negative balance must be docked from final paycheck prior to position/status change.	If hiring agency accepts all or part of the leave, it transfers. If NOT, then balance must be paid out (max 240h/prorated). Excess does not convert to sick leave. Combination of partially transferred and partially paid out leave cannot exceed 240h/prorated. Negative balance must be docked from final paycheck prior to position/status change.	Must be paid out at separation (max 240h/prorated). Excess does not convert to sick leave. Negative balance must be docked from final paycheck prior to position/status change.	If hiring agency accepts all or part of the leave, it transfers. If NOT, then balance must be paid out (max 240h/prorated). Excess does not convert to sick leave. Combination of partially transferred and partially paid out leave cannot exceed 240h/prorated. Negative balance must be docked from final paycheck prior to position/status change.	Must be paid out at separation (max 240h/prorated). Excess does not convert to sick leave. Negative balance must be docked from final paycheck prior to position/status change.	Employee may elect to exhaust unused leave after the last day of work but prior to separation date. Otherwise, must be paid out at separation (max 240h/prorated). All vacation leave above the maximum is automatically converted to sick leave effective January 1 if employment status is maintained through December 31. (However, for employees separating on December 31 due to retirement, the excess vacation leave will not be converted to sick leave.) Negative balance must be docked from final paycheck prior to position/status change.	Must be paid out at separation (max 240h/prorated). Excess does not convert to sick leave. If reinstated to State employment within one year of layoff separation date, then any forfeited portion shall be returned to employee. Negative balance must be docked from final paycheck prior to position/status change.
Bonus (2002, 2003, 2004, 2014)	Balance transfers (no maximum).	Balance transfers (no maximum).	Balance transfers (no maximum).	Balance transfers (no maximum).	If EHRA position earns leave, employee may transfer balance or have it paid out. Partial payouts are not allowed. If EHRA position does NOT earn leave, then balance must be paid out.	If hiring agency accepts all or part of the leave, the balance transfers. If NOT, then balance must be paid out.	Balance must be paid out.	If hiring agency was eligible for Bonus leave, then balance transfers. If hiring agency was not eligible for Bonus leave, then balance must be paid out.	Balance must be paid out.	Balance must be paid out.	Balance must be paid out.
Special Bonus Leave 2017	Balance transfers.	Balance transfers.	Balance Transfers	If EHRA position earns leave, then balance transfers. If EHRA position does not earn leave, balance is forfeited.	If EHRA position earns leave, then balance transfers. If EHRA position does not earn leave, balance is forfeited.	Balance forfeited.	Balance forfeited.	If hiring agency was eligible for special bonus leave, then balance transfers. If hiring agency was not eligible for special bonus leave, then balance is forfeited.	Balance forfeited.	Balance forfeited.	Balance forfeited.
Sick	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Balance transfers (no maximum). Negative balance must be docked from final paycheck prior to position/status change.	Negative balance must be docked from final paycheck prior to position/status change. If EHRA position earns leave, balance transfers. If EHRA position does NOT earn leave, balance is forfeited. (Restored if employee returns to leave-earning status within 5 years.)	Negative balance must be docked from final paycheck prior to position/status change. If EHRA position earns leave, balance transfers. If EHRA position does NOT earn leave, balance is forfeited. (Restored if employee returns to leave-earning status within 5 years.)	Does not transfer. Negative balance must be docked from final paycheck prior to position/status change. (Restored if employee returns to leave-earning status within 5 years.)	Hiring agency may choose to allow transfer of all or some leave. Any amount not transferred will be restored if employee returns to leave earning status within 5 years. Negative balance must be docked from final paycheck prior to position/status change.	Negative balance must be docked from final paycheck before position/status change. Restored if employee returns to leave-earning status within 5 years. (Obviously not applicable in cases of death.)	Negative balance must be docked from final paycheck before position/status change. For each 20 days of unused sick leave, one month of retirement credit is allowed. One more month is allowed for any part of 20 days left over.	Negative balance must be docked from final paycheck before position/status change. (Restored if employee returns to leave-earning status within 5 years.)
Voluntary Shared Leave	Balance is retained.	Balance is retained.	Balance retained if approved by new dept., otherwise maximum retained is 40 hours (prorated for part-time); any amount in excess must be redistributed to donors	If recipient transfers to another State agency or UNC school, maximum retained is 40 hours (pro-rated for part-time); any amount in excess must be redistributed to donors. Employee would have to re-apply for VSL at the other State agency or UNC school (if eligible) if wishing to continue VSL.	If recipient is hired as EHRA at other University, maximum retained is 40 hours (pro-rated for part-time); any amount in excess must be redistributed to donors. Employee would have to re-apply for VSL at the other University (if eligible) if wishing to continue VSL.	Employee retains up to 40 hours (pro-rated for part-time) as sick leave if allowed to transfer leave by other University; any amount in excess must be redistributed to donors. Employee would have to re-apply for VSL at the other University (if eligible) if wishing to continue in VSL.	Employee retains up to 40 hours (pro-rated for part-time) as sick leave (following separation rules for sick leave).	If recipient transfers to a state community college or public school, unused maximum retained is 40 hours (pro-rated for part-time); any amount in excess must be redistributed to donors. Employee would have to re-apply for VSL at the new college or school (if eligible) if wishing to continue VSL.	If separation during VSL, participation in the program ends, any remaining balance is forfeited and redistributed to donors. If separation after VSL participation has ended, any allowable remaining balance is treated as sick leave.	If separation during VSL, participation in the program ends, any remaining balance is forfeited and redistributed to donors. If separation after VSL participation has ended, any allowable remaining balance is treated as sick leave.	If separation during VSL, participation in the program ends, any remaining balance is forfeited and redistributed to donors. If separation after VSL participation has ended, any allowable remaining balance is treated as sick leave.
Adv. Weather (Cond. I or II)	Balance transfers.	Balance transfers.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.	Balance must be repaid/docked.
Community Service Leave	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.
Military Leave	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance transfers if EHRA position earns leave, otherwise it is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.
Family & Medical Leave	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.
Family Illness Leave	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance transfers.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.
All Other Leave Programs	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.	Balance is forfeited.