

Department of Genetics Townhall Meeting

30 MAR 2020

General Stuff

- Rules for the meeting:
 - All participants will be muted
 - Send questions using the “CHAT” box in zoom
 - If you wish to ask a question, please unmute and introduce yourself
- Pay attention to updates from the university, the state and the CDC
- Practice social distancing
- Pay special attention to avoid infecting those at risk for serious disease: the elderly and those with pre-existing conditions
- Be kind

General Updates

- Scientific Retreat (August 2020) – canceled
- Department will reach out to GMB 5th floor labs to see if you need central support (checking on freezers, liquid N2, etc.) – willing to coordinate 1-2 people oversight to reduce density
- Performance Management slides from March 23/27 trainings are posted on website intranet “Department Resources”
- SHRA Performance Cycle moved from March 31 to June 30. Appraisals due by Aug. 31.

Department Seminars

- The following faculty will give a seminar in April:
 - Debashish Menon – 4/8
 - Yuliya Pylayeva-Gupta – 4/15
- PLEASE ATTEND (via Zoom)! Details to be emailed

Stay at Home Orders and Mandatory Employees

- Durham County: <https://durhamnc.gov/4019/Stay-at-Home-Order-FAQs>
- Wake County: <http://www.wakegov.com/news/Lists/Posts/Post.aspx?ID=1200>
- Orange County: <https://www.orangecountync.gov/CivicAlerts.aspx?AID=478>
- **State of NC (effective 5pm on 3/30):** <https://files.nc.gov/governor/documents/files/EO121-Stay-at-Home-Order-3.pdf>
- Mandatory employees (CDMEs) can be on campus but must have a valid ID badge (UNC One Card or SOM badge) and may want to carry the CDME letter (if you need a letter, please contact Cara)

Mandatory Employees (3/27)

- The revised definition of mandatory employee is clear on the point that they must be directed by management to work onsite on specific dates and times, so you will need to develop a set schedule and not leave it up to them to come and go at their own individual discretion.
- Folks would be considered mandatory on the days you are directing them to report to work onsite and for your SHRA folks, they would be eligible for the time and a half compensation for the hours worked onsite effective April 1.
- There could be a need that arises where you may need to “call in” some of the team outside of the set scheduled, so there is some flexibility.
- For individuals who do not have a set schedule, please designate them as non-mandatory, and plan to change them to mandatory if the need warrants.

Staff Work and Leave Provisions

- Permanent employees who are working remotely are expected to continue doing so. They will continue to be paid as normal and should continue to document their time in TIM as required.
- For those employees currently receiving paid administrative leave, either in full or in part, this guidance extends that benefit through the end of April, but does include additional restrictions.
- For undergraduate or graduate student employees, this guidance allows the University to continue to provide either paid remote work opportunities, or paid administrative leave, as determined by their supervisor. This guidance ensures those provisions remain in effect at least through April 30, 2020.
- For work-study students, the guidance currently in effect does not change.

Special Leave Provisions

- **Hourly (FLSA non-exempt) mandatory employees** will receive 1.5 times their hourly pay rate for all hours worked on-site. Those employees who work in excess of 40 hours per work week will also receive overtime compensatory time off at 1.5 hours for each hour worked over 40, per federal overtime rules.
- **Salaried (FLSA exempt) mandatory employees** will receive 1.5 times their hourly pay rate for up to 40 hours worked on-site in a work week.
- **Several positions, even if designated mandatory, are excluded from these special compensation provisions** including, but not limited to: Tier I and Tier II senior academic and administrative officers, faculty, physicians, directors and deputy directors of major institution-wide or school-wide functions and centers, department heads, division heads, research and academic department administrators, clinical and academic department administrators, clinical division administrators, and coaches and athletic administrators.

COVID-19 Funding Opportunities

- In an effort to encourage UNC researchers to pursue funding related to COVID-19, the Office of Research Development has created a [website](#) to collect these opportunities (CDC, NIH, NSF, private). The site will be updated on a daily basis. Additionally, there is a spreadsheet on Sharepoint that you can update if you learn of new funding sources that may be found here: https://adminliveunc.sharepoint.com/:x:/r/sites/ResearchDevComm/Shared%20Documents/COVID19_FOA.xlsx?d=wc1d5eb4c1556432a948b5f93734e61bd&csf=1&e=aQJ1a1
- We highly encourage all to pursue this funding if your lab is well-suited to pursue COVID-19 research. Administrative supplements are available as well.

Pat Sullivan