
Other Management Approved Leave (OMAL)

Q: If an employee lost power to their primary residence, can OMAL up to 40 hrs. be granted under Difficult Living Situation?

A: The intent to grant OMAL leave to employees due to Difficult Living Situation is for living situations due to ongoing safety risks, major damage to his or her primary residence, or other serious hurricane-related impacts. The loss of power is not generally considered major damage.

Q: How much OMAL is available?

A: A maximum of 120 hrs. can be authorized for Hurricane Florence provided all criteria is met. Be sure to pay particular attention to the dates associated with both OMAL types. OMAL for Difficult Living Situation (up to 40 hrs.) and OMAL for Loss of or Substantial Damage to Primary Residence (Up to 80 hrs.)

Q: Can employees use OMAL due to school closings?

A: No, employees who were absent specifically due to the unexpected school closing will need to use approved Leave to cover their absence.

Q: Are the counties highlighted in green on the map the only eligible areas where employees are eligible for OMAL?

A: The map should serve as a guide of the known areas that were affected. We expect the affected counties to change as the storm damage is on-going. As a result, Agency HR Directors will use their discretion.

Q: Does the 80 hours of OMAL for Loss of or Substantial damage to primary residence need to start on September 24, 2018?

A: No, not necessarily. Everyone's situation may be different. This leave will be available to affected employees in the first 60 calendar days after damage occurs.

Q: Do agencies need to collect proof of an employee's claim of substantial damage before granting the OMAL leave?

A: The Agency HR Director should ensure that OMAL is granted only to eligible employees. Documentation as a best practice would include meetings with contractors, job estimates or receipts for purchased supplies.

Q: Can OMAL for Difficult Living Situation extend to September 23, 2018 for employees who work weekends?

A: Yes, however there is still a limit of 40 hours for the employee's scheduled workweek.

Community Service Leave (CSL)

Q: Can employees use CSL to volunteer to clean up facilities for their own agency?

A: Yes, employees can volunteer in a State agency provided that the service is outside of the employee's normal scope of duties and responsibilities and that the employee is not receiving any form of compensation for the services rendered.

Q: How will the additional 16 hrs. of paid CSL leave specific to storm-related activities be loaded into the HR-Payroll System?

A: OSC has loaded the additional 16 hrs. of CSL for all active employees, who earn CSL as of September 1, 2018. Agencies will be responsible for awarding the additional CSL to new employees hired after this date (IT2013 Quota Correction).

Q: What can CSL be used for?

A: Based on the temporary expansion, up to 40 hours of CSL may be used for volunteer activities in State of North Carolina Public Universities, Community College System, State or Local Government entities, Community Service Organizations and any other Florence-related volunteer activity.

Q: How can employees learn about volunteer opportunities?

A: Visit VolunteerNC.gov to learn about statewide activities and donation of funds and/or goods.

Adverse Weather (AWL)

Q: Is it an employee's option to use adverse weather leave or other management approved leave?

A: No, adverse weather leave is used to cover issues related to travel to and from work. Other Management Approved leave can only be granted to cover difficult living situations and/or loss or substantial damage to primary residence.

Q: Can employee's use OMAL when they have no damage to their homes and their worksite is operational, but road conditions prevent them from getting to work?

A: No, if road conditions is all that prevents the employee from getting to work, then the employee must use adverse weather, approved leave or leave without pay to account for time not worked.

Q: How will Adverse Weather Leave makeup provisions be extended to an additional 90 days to allow up to 180 days to make up work time due to Hurricane Florence?

A: OSC will make the necessary adjustments in the Integrated HR-Payroll System to increase the validity period for events related to Hurricane Florence beginning September 13, 2018 to September 30, 2018*

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Note* the end date to the adverse weather leave 180-day make-up provision may be extended into October if deemed appropriate by OSHR.

Miscellaneous

Q: Are Temporary Employees eligible for any leave options related to Hurricane Florence?

A: No, temporary Employees do not earn leave and are not eligible for OMAL, CSL or AWL.

Q: Is funding pre-approved to pay OT for the hurricane related relief efforts?

A: No, agencies are responsible for working with their budget office and OSBM to determine if there is sufficient funding available to cover overtime.

Q: Can FLSA Exempt employees receive time and a half for working overtime for storm related activities?

A: No, Agencies are authorized to pay FLSA exempt employees *straight-time* rates for hurricane related overtime, provided funding is available and approved by OSBM.