
SHRA to EHRA - NF Mass Conversion and Moratorium

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SHRA to EHRA-NF Mass Conversion and Moratorium

Background:

Non-manual labor SHRA employees at UNC Greensboro will have the voluntary opportunity to change employment status from SHRA to EHRA Non-Faculty (EHRA-NF) EPS (Exempt Professional Staff) in the Fall, for as long as they remain in their current positions. Positions are eligible whether non-exempt or exempt from the federal Fair Labor Standards Act (FLSA), however manual labor FLSA non-exempt SHRA positions are excluded. This mass conversion is required due to North Carolina Senate Bill 195 (also known as the UNC Omnibus Bill) becoming law in July 2023 and North Carolina House Bill 74 becoming law in May 2025. Both laws expanded EHRA Non-Faculty classification authority for the UNC System and the changes in the statutes provide an exemption from most provisions of the State Human Resources Act for all non-manual labor SHRA employees and positions.

Key Points:

- Employees will have a 60-day election period to determine if they want to remain SHRA or convert to EHRA-NF EPS.
- No employee will be compelled or required to change status; the decision to convert is solely up to the employee.
- There is no automatic salary increase entitlement for an employee electing to convert from SHRA to EHRA-NF EPS status because of this implementation, however longevity will be added to the base salary for any eligible employee who is currently earning longevity.
- All newly created or vacant non-manual labor positions will be posted and filled as EHRA-NF EPS going forward.

Details and Important Dates:

- The 60-day election period will run Monday, September 14, 2026 through Friday, November 13, 2026.
- For eligible employees choosing to convert to EHRA-NF employment status, the effective date is January 1, 2027; at that time, employees who elected to convert from SHRA to EHRA-NF EPS will be subject to all University policies and procedures applicable to EPS positions.
- The election will take place via an online form and all eligible employees must complete the online election form indicating their voluntary choice to remain in an SHRA position or to convert to an EHRA-NF position. Human Resources will host three (3) information sessions and two (2) office hours for employee questions.
- The dates and times for the information sessions and office hours will be communicated to employees in their notice of SHRA to EHRA-NF conversion eligibility email.
- A chart comparing SHRA and EHRA-NF can be found [here](#).

Moratorium on Affected Filled Positions:

In order to ensure accurate and up-to-date information on the election forms, there will be a temporary moratorium (pause) on salary increase requests and position classification changes for affected eligible employees. **Actions for filled non-manual labor SHRA positions that are requesting changes to base salary or position classification/competency will not be processed September 1, 2026 through December 31, 2026.**

- Actions such as supervisor changes, position modifications that do not change the classification or competency level, interim appointments, and add pays will still be allowed during the moratorium.
- Vacant positions should be converting to EHRA-NF and will not be subject to the moratorium on actions.

Next Steps:

In early September, Human Resources will send a notification to all eligible employees. During the 60-day election period (9/14/26 - 11/13/26) employees will review the information on their election form and make a decision. Employees who choose to convert to EHRA-NF will receive an updated appointment letter in December.

Questions:

If you have any questions about the SHRA to EHRA Non-Faculty mass conversion, please contact your assigned Classification and Compensation Consultant or email hrclasscomp@uncg.edu.



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