



STATE EMPLOYEES ASSOCIATION OF NORTH CAROLINA, INC.

March 26, 2009

**Erskine P. Bowles, President
The University of North Carolina
P. O. Box 2688
Chapel Hill NC 27515**

Dear President Bowles:

One of SEANC's members has brought to my attention an e-mail addressed to ITS employees at UNC-CH containing the following statement: "In order for us to be positioned to make the kind of cuts that seem likely next FY, we need to reduce staff size now, so that we can realize a full year's worth of salary savings for the positions eliminated beginning July 1st."

Implementation of a reduction in force in this fiscal year in anticipation of a shortage of funds in the next fiscal year is premature and violates the State Personnel Commission's rule which authorizes a reduction in force only "whenever it is necessary due to shortage of funds or work, abolishment of a position, or other material change in duties or organization." 25 NCAC .01C .1004. There is no shortage of funds yet, as the next budget has yet to be passed and signed into law. The General Assembly may, in fact, find a way to fund UNC for the next fiscal year in such a way that no reductions in force are required.

SEANC opposes all "anticipatory" reductions in force and calls upon you to halt all ongoing and planned reductions in force in the UNC system that are based on expectations of what the FY 2009-10 budget may provide. Instead, all reductions of force should occur only in strict compliance with the State Personnel Commission rules.

Thank you for your prompt attention to this matter.

Sincerely,

**Dana S. Cope
Executive Director**

**cc: Governor Beverly Perdue
Linda Coleman, State Personnel Director**