


**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

Memorandum

TO: Agency Human Resources Directors

FROM: Joseph Gilroy, Temporary Solutions Manager 

DATE: October 1, 2025

RE: Guidance Regarding Temporary Employees Affected by a Potential Federal Shutdown and Temporary Solutions' Services to Displaced Workers and

One of the most frequently asked questions Temporary Solutions receives regarding federal shutdowns is whether impacted temporaries need to be separated or if they can remain active in the Integrated HR-Payroll System until their funding picture becomes clearer.

Ultimately, employing agencies determine when a temporary worker's employment begins and ends. Factors influencing these decisions vary across agencies, but almost always include operational need and funding availability, including federal funds. Temporary Solutions encourages state agencies to continue to seek out information that guides their decision-making regarding the continued employment of impacted or potentially impacted temporaries. We also encourage agencies to engage with us if we can support your decision-making.

If a temporary employed through Temporary Solutions does not work for 31 consecutive calendar days, we ask that the employing agency submit a separation request to us so that the 'time not worked' can be counted toward the 31-day separation requirement. As a reminder, when a temporary separates for at least 31 consecutive calendar days, the 11-month "clock" restarts if they are reinstated into another temporary position. Also, the employee may be eligible to re-enroll in the High-Deductible Health Plan program if they were enrolled immediately prior to separation and return to temporary state employment within 13 weeks as a "full-time" worker (30+ hours per week on average).

JoinNC Services for Displaced Workers

As you know, Governor Stein's Office launched the JoinNC website (www.nc.gov/joinnc) in March 2025 to provide displaced workers with information and services to help navigate employment transitions. While these resources are primarily intended for individuals who have lost their jobs, furloughed individuals may find them useful. Resources on the website include:

Equal Opportunity Employer
Office: 333 Fayetteville Street • Raleigh, NC 27601
Mailing Address: 1331 Mail Service Center • Raleigh, NC 27699-1331
oshr.nc.gov • (984) 236.0800 T • (984) 236.0949 F

- Details about applying for unemployment benefits
- Career exploration resources provided by the N.C. Department of Commerce
- Support for displaced workers who are veterans and their families
- Answers to many Frequently Asked Questions about searching and applying for state government jobs

JoinNC also invites displaced workers to share their contact information, work experience, and job search details with Temporary Solutions via the “Connect with a Recruiter!” tile near the top of the landing page. Each job seeker who submits an interest card is paired with a recruiter, offering personalized job search assistance for permanent and temporary state government positions, state application and resume reviews, practice interviews, and more. Each job seeker is also added to Temporary Solutions’ job seeker database, which refers temporary job seekers to state agencies looking to fill temporary jobs.

Additionally, Temporary Solutions provides weekly virtual training sessions for individuals seeking permanent or temporary state employment. Details and meeting links can be found in the “Events for Job Seekers” tile on the JoinNC website and in the “Upcoming Events” section of the Temporary Solutions website (www.nctemporarysolutions.com). Temporary Solutions also conducts in-person or virtual job seeker training at the request of any state agency supporting its own displaced or potentially displaced workers. For more information or to schedule this service, please contact the recruitment team at: tsrecruit@nc.gov.

Please feel free to contact me directly at joseph.gilroy@nc.gov, via Teams, or by phone at 984-236-1067 if you have any questions.