

# ***POLICY PLATFORM***

***2011***

## ***A Plan of Action***

*State Employees Association  
of  
North Carolina*



State Employees Association of North Carolina

## **MISSION STATEMENT**

The State Employees Association of North Carolina (SEANC) is committed to protecting and enhancing the benefits and rights for current, retired and future state employees.

## ***PURPOSE***

Employees are the most important resource in state government. To retain its best employees, the state must provide the best possible working conditions for its employees. SEANC has adopted the following Policy Platform as the Association's blueprint for action. This Policy Platform recognizes that the biennial Legislature considers items on a two-year cycle.

## ***GOALS***

- The primary goal of SEANC shall always be to encourage high quality work performance and professionalism by all state employees. To that end, SEANC shall seek:
- To establish and maintain salaries and working conditions for all state employees to assure an adequate standard of living, and to reduce the possible disadvantage of the State of North Carolina in competing with other states, the private sector or other government agencies for competent personnel;
- To establish fair standards for hiring, promoting, separating, and awarding performance-based pay to state employees without regard to race, color, creed, religion, sex, age or political affiliation and without regard to the department, agency, or institution where they are employed;
- To treat equitably all groups of North Carolina state employees with regard to salaries, performance-based pay increases, retirement benefits and all other forms of compensation;
- To promote and maintain financial security for state employees upon retirement;
- To provide an adequate budget for the efficient and progressive operations of all state agencies, departments, bureaus or institutions;
- To establish and maintain fringe benefits, particularly longevity pay, health and accident insurance, life insurance, and retirement benefits for all state employees comparable with those received by private sector employees and employees of other states;
- To provide adequate in-service training and educational opportunities for all state employees; and,
- To solve any problem not herein specifically referred to but affecting the well-being of state employees or the State of North Carolina in general.

## **LEGISLATIVE PROGRAM**

The 2009 Annual Convention delegates determined which issues should be given priority in the upcoming legislative session. The following will be the focus of the Association's lobbying efforts in the 2010 Session of the General Assembly.

## ***ADMINISTRATIVE PROGRAM***

Certain objectives of SEANC may be accomplished through action of the Administration and do not require legislative action. SEANC works with the Governor and his Cabinet and with the various boards that oversee employee benefit programs to achieve advances in these areas.

## **SALARY POLICY STATEMENT**

State employees' salaries must be competitive with the private and public sectors, provide an adequate standard of living, and must be commensurate with the levels of education, training, responsibility, risk, and working conditions demanded by the job. Fairness and consistency within state government are as important as public sector versus private sector competitiveness.

## ***EVALUATION OF POSITIONS***

Positions throughout state government should be evaluated regularly and reallocated when appropriate. The State Personnel Classification System should include a means to evaluate jobs on the basis of their comparable value to the state and should compensate the positions according to this evaluation and the prevailing labor market. The Salary Adjustment Fund should be sufficient to provide salary adjustments for reallocated positions.

## ***PAY EQUITY***

There is an immediate need to change the states policy in Pay Equity. North Carolina State agencies and universities are presently mandated by the Office of State Personnel to provide equitable pay to all SPA state employees. Pay equity must be determined at the top level of each agency or university. Each state employee's salary should be evaluated in a fair and equitable manner, taking into consideration all issues of equity including salary, grade, longevity, experience and education.

## ***SALARY INCREASES***

Salary increases should continue to be based upon a pay plan that includes components of experience, cost-of-living, and performance. Experienced-based increases should provide for annual advancement in each pay grade. Cost-of-living increases should enable state employees to maintain a standard of living that keeps pace with annual adjustments in inflation, based on the consumer price index (CPI). Performance pay should provide a means for supervisors to reward employees for exemplary performance and to provide motivation for career employees.

The policies and procedures that govern the administration of the performance pay system should be clear, fair, and understandable to employees and supervisors, should be designed to ensure that the system rewards employees' performance, and should be easy to implement. Longevity pay should

reward employees for length of service and serve as an incentive to make a career of state service. All state employees should be eligible to receive longevity pay based on the years of service they have contributed to the state, and the percentages for longevity based on years of service should apply uniformly to all employees of the state.

### ***FUNDING OF SALARY PLAN***

Provisions to fund the salary plan should be a part of the base operating budget of the state, and as such, a non-negotiable item. Appropriations for employees' salaries, including increases, should be made before any new financial commitments are made by the Legislature.

Additional provisions should provide for range revisions, individual salary inequities, and severance pay in the event of a reduction-in-force. Funds for these purposes should be earmarked and made available upon need. The state should assure that all state employees, teachers, legislators, judicial employees and others are treated equally in the areas of salary, salary increases, benefits and budget reductions. Further, the state should not attempt to save money by reducing salaries of positions vacated by retirements. Such action prevents agencies from hiring or promoting qualified employees into the positions and limits the earning power of state employees.

### **PERSONNEL POLICY STATEMENT**

The State Personnel System should provide equal treatment for all state employees. Equal treatment should include full protection of job rights for individuals without any fear of reprisal. Proper management of state government requires cooperative efforts among the Legislature, State Personnel Commission, Office of State Personnel, and Office of State Budget to ensure adequate funding and staffing to carry out existing and new programs, and to ensure the recruitment and retention of a quality workforce. Ongoing evaluations of the compensation, benefits, and working conditions for all categories of state employees must be consistent with these efforts.

### ***CHANGING NEEDS OF EMPLOYEES***

As the composition of the state's workforce continues to change, the Legislature and State Personnel System must be responsive to the changing needs of employees through creative and innovative programs, such as the State Employee Incentive Bonus Program and NC Flex. All permanent full-time employees should be treated equitably regardless of work schedule. Furthermore, employment opportunities and protection of rights must be afforded to all permanent part-time employees.

The Legislature must be responsive to the service provided by temporary and seasonal employees serving on a recurring basis and must recognize that these employees should be able to accrue benefits over the long term.

Additionally, any position that is needed every year should be retained as permanent.

The Legislature and the Administration should oppose contracting out state services to reduce the number of permanent positions, because contracting out certain services may not be in the best interest of the State of North Carolina. SEANC has gone on record opposing privatization and downsizing state government, and continues to work through its internal committees to prevent such wholesale efforts. In the event the state considers privatizing any of its services, SEANC shall seek representation on any committee or task force appointed to study the impact of contracting out housekeeping, maintenance, or similar service within state government.

### ***REDUCTION-IN-FORCE BENEFITS***

SEANC will continue to study and recommend enhancements to reduction-in-force benefits. The state should improve reduction-in-force (RIF) benefits in order to minimize adverse impacts on those who have dedicated their lives and career to serving North Carolina's citizens and are separated from the workforce due to a reduction-in-force. The State should implement practices that have proven successful in the private sector: early retirement incentives, early retirement without penalty, improved severance pay up to one year's salary, greater notification of reductions-in-force, job re-training programs, reimbursement of college expenses, fee payments to private employment services, and assistance with relocation expenses.

### ***DRUG-FREE AND ALCOHOL-FREE WORKPLACE***

A drug-free and alcohol-free workplace policy should be adopted by the state. The state's ultimate goal in the case of the employee who abuses illegal drugs, legal drugs, or alcohol should be treatment and rehabilitation so that the employee can continue as a productive member of the workforce. Disciplinary actions should take place only after other measures have proven ineffective.

### ***FRINGE BENEFITS***

Fringe benefits of state employees should be reviewed on an ongoing basis to guarantee that benefit packages are responsive to continuing changes and are equitable for all classes of state employees. Administering these benefits must be consistent in all agencies.

### ***FAIR TREATMENT OF STATE EMPLOYEES***

The state must ensure that each of its employees is treated fairly in every respect. When a state employee feels that an employment condition or circumstance is causing him or her a problem, the agency head must encourage that employee to seek relief through the established employee grievance procedure. Such procedure must be based on the premise that employee grievances represent opportunities for improving agency operations and public services through sound employee relationships. To this worthwhile end, the state's grievance-handling process must incorporate certain basic principles at every level of state government to assure that the process is accessible, inexpensive, simple, fair, and prompt.

### ***RETIREMENT POLICY STATEMENT***

The Retirement System should provide an adequate income for career state employees upon retirement. To retain good employees, the system needs to provide competitive benefits upon retirement. The retirement program is a major consideration when an employee chooses to remain in State employment.

### ***RETIREMENT BENEFITS***

The state's retirement program for state employees should provide retirement benefits that compare favorably with other states. The retirement fund should have a sufficiently low un-funded liability to

ensure system soundness, but the un-funded liability need not be so low that program benefits are sacrificed needlessly.

SEANC favors the use of excess actuarial gains for member benefit enhancements and opposes efforts that would stagnate member benefits. SEANC also opposes efforts to use retirement funds for any purpose that could erode the system's investments or the integrity of the system, including the investment of funds in venture capital. Program benefits should be reviewed annually to ensure that payments have remained in line with economic changes, such as the average employee's income.

## **HEALTH CARE POLICY STATEMENT**

The State Employees' Health Plan should maintain quality health care coverage. The state should pay for the employee's coverage, and the employee's cost for dependent coverage should be priced within reach of all state employees. Medical benefits covered by the Plan should be competitive with those offered by other employers and should include dental benefits. The Legislature also should recognize that the Health Plan is an important part of the employees' total compensation, and as such, benefit reductions are equivalent to salary cuts. Cost-control measures added to the Plan should affect providers as well as employees. The Legislature should expend appropriated health care funds only on health benefits.

## ***MONITOR PLAN ADMINISTRATION***

Although the state has self-insured its employees' Health Plan, it has contracted administration of the Plan claims process to a private company. The state has a responsibility to ensure that the private company that administers the Plan provides quality service to the employees. The state should closely monitor the private administrator.

## ***OTHER HEALTH CARE OPTIONS***

All employees should be given an equal opportunity to select the type of health care coverage they prefer. As the state offers other health care options such as PPOs or HMOs to state employees, it should ensure that those employees remaining with the Plan do not suffer adverse consequences. State Health Plan premiums should not increase as a result of healthy employees choosing an PPOs or HMOs.

The state should make adequate provisions for employees who are in difficult circumstances and may need special consideration.

## ***EXTERNAL AND OTHER BENEFITS POLICY STATEMENT***

Other benefits should be provided to state employees by the State of North Carolina. Travel allowances for state employees must ensure that employees are reimbursed adequately to cover the expenses incurred while traveling on behalf of the state. Employees should be compensated for moving expenses when they move for the benefit of the state. They should also receive allowances from the state that are sufficient to purchase equipment and/or supplies that must be used or worn as a condition of employment.

The state's physical facilities should create a pleasant and comfortable work environment and should be easily accessible to state employees and citizens of North Carolina. The state is responsible for employees' personal safety and health and should provide safe and healthy environments and conditions of employment. The state should ensure that employees are informed of potential workplace hazards, are trained properly, and are provided with adequate equipment to counteract the possibility of work-related injuries and illness.

Recognizing the benefits that the State Employees' Credit Union brings SEANC and its members, SEANC will strive to maintain the integrity and benefits of the laws and regulations governing the State Employees' Credit Union.

## Legislative Program

### *Salary Objectives*

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- Request that the General Assembly fully fund employee salary compensation prior to considering other appropriations. (Dist. 60: 1997; PPAC, Dist. 25: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; Dist. 25, PPAC, PPC: 2006; Dists., 9, 40, PPC, PPAC: 2009)
- SEANC will propose legislation to consider SPA employees, teachers, EPA administration and faculty employees receive equal pay raises. (Dist. 3; 42, PPAC, PPC: 2008, PPC 2011)
- Seek to continue the recent legislative practice of granting the career growth component as a bonus for employees who are at the top of their salary range. (PPAC: 1999; Dists. 38, 42, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, 42, PPAC: 2008, PPC: 2011)

### *Personnel Objectives*

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- Seek a change in vacation time currently earned in an hourly and minute format. (Dist. 3, PPAC, PPC: 2009).
- Seek change in policy for non-student temporary jobs (20 hours per week or greater) which remain temporary too long. (Dist. 3, PPAC, PPC: 2009).
- Seek agency policy change for better enforcement of OSHA guidelines in state government to protect state employees from repetitive motion disorders, carpal tunnel syndrome and other injuries; and to provide annual safety education to employees regarding OSHA rights and responsibilities. (Dist. 38: 1997; Dists. 25, 38: 2000; Dists. 38, 60, 65, PPAC, PPC: 2003; Dist. 42, PPAC, PPC: 2006; Dists. 9, 40, PPC, **as amended by PPAC: 2009**)
- Promotional priority consideration shall be given by all agencies to current state employees who have earned career state status over those state employees who have not yet earned career status. (PPAC, PPC: 2003; PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009)

- When a career state SPA employee is notified of his/her separation by reduction-in-force, and an available position is vacant at the same or lower level, this employee, if qualified, must be offered the vacant position over employing anyone who is not a current career state employee. (PPAC, PPC: 2003; Dist. 42, PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009)
- Seek legislation and/or policy change to permit the conversion of annual leave in excess of 240 hours to sick leave upon employee's separation from state government at anytime during the year. (Dist. 42; as amended by PPAC, PPC: 2003; Dist. 42, PPAC, PPC: 2006; Dists. 9 40, PPAC, PPC: 2009)
- Oppose legislation that would remove state employees from the protections of the State Personnel Act (SPA). Each state agency should continue to report to the Office of State Personnel, which should continue to serve as the central clearinghouse for all issues and concerns related to state employees. (Dist. 3, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, 42, PPAC: 2008, PPC: 2011)
- SEANC will oppose privatization and downsizing of state government services. (Dist. 67: 1999; Dists. 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, 42, PPAC: 2008, PPC: 2011)
- SEANC will seek legislation to provide two or more additional vacation days per year than currently provided to state employees. (Dist. 25, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008, PPC: 2011)
- Seek a change in state agency policy that requires state employees to publish their home phone numbers and/or other personal information, which potentially jeopardizes their safety or results in invasion of privacy. (Dist. 20, PPAC, PPC: 2002; PPAC, PPC: 2005; Dist. 11, 36, PPAC: 2008, PPC: 2011)
- Seek legislation, or regulatory reform that would allow state employees to have a state employee or retiree assist-person of his or her choosing in the grievance process, such assist person having the right to attend all meetings and hearings related to the grievance that the employee is required or allowed to attend. (Dist. 25, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008, PPC: 2011)
- Seek legislation/regulatory changes to provide consideration throughout state government for career state employees who become disabled due to job-related injuries and cannot return to their original occupation after maximum medical improvement. (Dist. 3, PPAC, PPC: 2002; PPAC, PPC: 2005; 42, PPAC, PPC: 2008, PPC: 2011) **ACCOMPLISHED**
- Seek policy change to increase vacation time to 20 hours per month at 25 years of service. (Dist. 59, PPC: 2007).

- Seek change in Promotional Priority Policy under the Career Banding System to ensure promotional priority for internal applicant. (Not applicable at this time because of statutory moratorium on Career banding)
- Seek policy change in Pay Equity. North Carolina State agencies and universities are presently mandated by the Office of State Personnel to provide equitable pay to all SPA state employees. Pay equity must be determined at the top level of each agency or university, and every SPA state employee's salary evaluated in a fair and equitable manner, taking into consideration all issues of equity including salary, grade, longevity, experience and education. (Dist. 3: 2004; PPAC, PPC: 2007)
- Seek sponsorship of legislation that specifically limits the distribution of state employees' personal information. The legislation should spell out safeguards and procedures to protect identification information, health related data, and financial information, driver's license, etc. (Dist. 17, PPAC, PPC: 2007, PPAC, PPC: 2010)
- SEANC will seek to modify G.S. 126-34.1 (a.1) to include reduction-in-force (RIF) as a ground for appealing grievances to the Office of Administrative Hearings. (Dist. 25, PPAC, PPC: 2007, PPAC, PPC: 2010)
- Seek policy that would require agencies and universities to create a permanent position if there is a need for a temporary employee for longer than an eleven (11) month period. (Dist. 3, PPAC, PPC: 2007)
- Seek to extend the period for RIF priority re-employment rights from 12 months to 24 months for career state employees with 5 or more years of service. (Dist. 60: 1994; Dist. 19: 1997; PPC 2000; Dists. 25, 38, 60, 65: 2003; PPAC: 2006)
- Petition the North Carolina General Assembly to provide representation and/or advisors (ombudsmen) to state employees involved in grievances, and that such guidance or legal assistance to be provided at no cost to the employee. (Dist. 3, PPAC, PPC: 2010)
- Seek administrative and/or legislative authority for a pilot of binding arbitration. (Dist. 25, PPAC, PPC: 2010)
- Seek legislation that all recruitment and hiring systems approval within the Community College System based on review within the Office of State Personnel (OSP). OSP shall review, approve and require external and internal postings to make the system under the State Personnel Act consistent with all qualification requirements of all full-time, part-time and temporary positions. This would ensure external and internal applicants are provided equitable opportunities for experience and qualifications. (Dist. 3: 2011)

## *Health Care Objectives*

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- Seek legislation to remove oversight of the State Health Plan from under the auspices of the Majority Leaders of the Senate and House to a government agency. (Dist. 39, PPAC, PPC: 2009, PPC: 2011) **ACCOMPLISHED**
- Seek to make the SHP of North Carolina among the top 10 in the US. (Dist.9, PPAC, PPC: 2009)
- Seek action by the State Health Plan Office and the Pharmacy and Therapeutics Committee to expand the drug formulary for preferred prescription drugs. (PPAC, PPC: 2002; PPAC, PPC: 2005, PPAC, PPC: 2008, PPC: 2011)
- Require the State Health Plan to notify members at least 60 days in advance of any Plan benefit changes or HMO options. (Dists. 62, 39: 1992; Districts. 6, 25, 60: 1995; Dist. 25: 1996; District 11, PPAC: 1999; Dists, 11, 38, 60, 67, PPAC, PPC: 2002, PPAC, PPC: 2005, PPAC, PPC: 2008, PPC: 2011)
- Seek alignment of State Health Plan benefits to a calendar year ending December 31 without additional cost to plan members. (BOG: 1994; Dist. 25: 1996; Dist. 11: 1999; Dists. 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008, PPC:2011)
- Seek legislation for the state medical plan to cover acupuncture. Acupuncture should be a medical service and, therefore, covered by the state medical plan in the same way as chiropractic services. (Dist. 3, PPAC, PPC: 2007, Dist. 3, PPAC, PPC: 2010)
- Seek continuation of a fully paid individual health care benefit for all active qualified and retired state employees. (Dists. 5, 25: 1992, 1995; Dists. 7, 11, 25, 39, 64, 65, 66: 1998; Dists. 21, 25, 38, 42, 60: 2001; Dists. 65, 38, 39, 56, PPAC, PPC: 2004; PPAC: 2007, PPAC, PPC: 2010)
- Seek legislation requiring informed written consent of State Health Plan members for charges exceeding standard in-network deductibles, co-insurance and co-pays when such excess charges arise from contracted medical services which hospitals/other medical facilities have with external providers and/or State Health Plan disputes with contractors. (Dist. 60: 2004, PPAC, PPC: 2007, PPAC, Dst. 60 PPAC, PPC 2010)
- Change current chiropractic care to include total body coverage, modalities, and braces (supports) as prescribed by a chiropractic practitioner. (Dist. 20: 1998; Dists. 25, 38, 60: 2001; Dists. 65, 38, 39, 40, 56, 60, PPAC: 2004; PPAC: 2007, PPAC, PPC: 2010)

## **Retirement Objectives**

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- Seek statutory change to the state disability program to: Totally exempt Social Security Disability inclusion from calculating state disability payments when the employee is not approved social security disability. (Dist. 59, PPAC, PPC: 2006; Dist. 9, Dist 40, PPAC, PPC: 2009).
- SEANC supports continuation of a defined benefit retirement plan for current and future state retirees. (PPAC, PPC: 2003; Dist. 25, PPAC, PPC: 2006; Dist 9, Dist. 40, PPAC, PPC: 2009).
- Seek restoration of the employer's contribution to the Retirement System that will at least match the employee's contribution. (as amended by PPAC, Dist. 5, PPC: 2006; Dist. 9, Dist. 40, PPAC, PPC: 2009).
- Seek legislation to provide survivor's alternate benefit equivalent to at least 20 years of creditable service for the spouses and dependent children of career-level state employees who die while in active service and have at least ten years of creditable service in the Teachers' and State Employees' Retirement System. (Dist. 60: 2000; Dists. 38, 60, 65, PPAC, PPC: 2003; PPAC, PPC: 2006; Dist 9, Dist, 40, PPAC, PPC: 2009)
- Seek legislation providing a "Rule of 75" for discontinued service retirement allowance for employees beginning at age 50 with funding provided by the state. (Dist. 60: 1997; PPC: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; PPAC, PPC: 2006; Dist, 9, Dist, 40, PPAC, PPC: 2009).
- Seek to implement a true "Rule of 85" in determining eligibility for unreduced retirement benefits (Dist. 2: 1991; Dists. 6, 7, 10: 1994; Dist. 19: 1997; Dist. 25, PPAC: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; PPAC, PPC: 2006; Dist. 9, dist 40, PPAC, PPC: 2009).
- Seek an amendment providing that in the event of the death of a state employee, that any and all unused sick leave be paid in a lump sum, based on the employee's salary at the time of death, to the surviving spouse or beneficiary, if the beneficiary does not elect survivor's alternate benefits. (Dists. 20, 38, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008, PPC: 2011)
- Seek to provide tax relief for employees hired prior to August 11, 1989. (Dist. 62: 1999; Dists. 25, 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC: 2008, PPC 2011)
- Seek to study ways to include all employees who are certified by Criminal Standards and Training in the Law Enforcement Retirement structure. (Dist. 16: 1999; Dists. 25, 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC: 2008)

- Oppose the transfer of any unfunded liability for retiree health insurance to the Teachers' and State Employees' Retirement System. (Dist. 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dist. 11, PPAC, PPC: 2008, PPC 2011)
- Consider state disability compensation independent of Social Security disability. (Dist. 6: 1996; PPAC: 1999; Dists. 24, 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008, PPC 2011)
- Seek an increase in the accrual rate to 2.0, which would translate into approximately 60 percent of average final compensation for all employees in the Teachers' and State Employees' Retirement System. (1985, 1989, PPAC: 1994; Dist. 4: 1996; Dist. 39: 1998; Dists. 21, 25, 38, 42, 60: 2001; Dists. 65, 38, 39, PPAC: 2004; PPAC, PPC: 2007, PPAC, PPC: 2010)
- Seek legislative change from State Treasurer serving as sole fiduciary to a fund committee approach to managing the state pension fund for employees subject to N.C. General Statutes Section 147-69.2(b)(8). (Dist. 3: 2010, PPAC, PPC: 2010)
- SEANC recommends that an odd number of diverse and talented SEANC members and consultants shall be commissioned to draft language relative to a change from a sole fiduciary to a committee before December 2011. This proposed policy is in keeping with the recommendation that evolved from the July 2010 Policy Platform meeting that has not been acted upon. North Carolina's use of a sole fiduciary is obsolete in comparison to other states. (Dist. 17, PPC: 2011)
- Amend G.S 135-4 to separate periods of withdrawn service. Current statutes require the two periods to be purchased as the same time. This increases the cost, and in many cases, makes purchase unaffordable, treating each withdrawn period separately and allowing the purchase at different times lowers the cost without increasing administration cost. (Dist. 44, PPC: 2011)

## **Administrative Program**

### ***Salary and Personnel Objectives***

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- Amended (a consolidated version of previously adopted objectives) Seek permanent status for so-called temporary employees—defined as those who are employed on a recurring basis, yet are terminated for 30, 31, or 32 days each year which practice allows agencies and universities to avoid giving such employees permanent status.

Original Objective: Seeking policy that would require agencies and universities to create a permanent position if there is a need for a temporary employee for more than eleven (11) month period. (BOG: 1989; Annual Convention: 1994; Dist. 25: 1997; Dist. 25, PPAC: 2000; Dists. 3, 38, 60, 65, PPAC: 2003; as amended by PPC: 2003; Dist. 3, Dist. 25, as amended by PPAC, PPC: 2006; Dist. 9, Dist. 40, PPAC, PPC: 2009).

- Seek agency and university compliance with laws, policies, and regulation governing equitable pay (equal pay for equal work); and further petition the Office of State Personnel to take corrective action when agencies or universities are found to be non-compliant. (Dist. 3: 2004, PPAC, PPC: 2007, Dist. 3, 25, 44, PPAC, PPC: 2010)
- Seek policies and practices that ensure the fair and equitable implementation of the Career Banding system. (Dist. 17, PPAC, PPC: 2007, Dist. 3, 25, PPAC, PPC: 2010)
- Seek policy change for the SPA exempt employees who earn compensatory time and are unable to take that time due to demanding work schedules and the time is inevitably lost: If compensatory time off is not taken by the end of a 12 month period, the overtime pay shall be included in the employee's next paycheck. (Dist. 3, PPAC, PPC: 2007, Dist. 25, PPAC, PPC: 2010)
- Seek policy change for long-term employees who reach the maximum of their salary range. (Dist. 3, PPAC, PPC: 2007, Dist. 3, 44, PPAC, PPC: 2010)
- Seek change in workers' compensation law to ensure all non-law enforcement state employees injured by an act of violence in the performance of their duties will receive salary continuation in accordance with NC General Statutes §115C-33.8. (Dist. 60: 1997; Dists. 25, 42, PPAC: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; PPAC, PPC: 2006; Dist. 09, Dist. 40. PPAC, PPC: 2009).
- Seek consistent and uniform policies, procedures and guidelines that clearly state responsibilities and reimbursements for state employees who use personal vehicles in performance of work-related activities. (Dist. 17, PPAC, PPC: 2002; PPAC, PPC: 2005; Dist. 11, 36, PPAC, PPC: 2008, PPC: 2011).
- Support H.R. 1332, which calls for a statewide referendum on an amendment to the NC Constitution so that adequate health care is recognized as a fundamental right for all. The

bill reads in part: "Section 1: Article 1 of the North Carolina Constitution is amended by adding a new section to read: Sec. 38. Health care is an essential safeguard of human life and dignity, and there is an obligation for the State to ensure that every resident is able to realize this fundamental right. Not later than July 1, 2004, the General Assembly shall provide by law a plan to ensure that by July 1, 2008, every resident of North Carolina has access to appropriate health care on a regular basis." (Dist. 25: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008).

- Request an annual \$500 equipment/supply allowance for employees who furnish equipment/supplies needed, but not furnished by the state. (Dist. 4, 25: 1996; PPAC: 1999; Dists. 25, 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, PPAC, PPC: 2008)
- Seek allocation for uniforms for those employees required to wear special clothing to meet sanitation or other agency requirements. (Dist. 60: 1995; Dist. 66: 1998; Dists. 21, 25, 38, 60: 2001; Dists. 65, 38, 39, 56, PPAC, PPC: 2004; PPAC: 2007, )
- Petition the Office of State Personnel to become more proactive in overseeing hiring practices within state agencies. All positions should be posted that would implicate or insinuate a promotion so that all internal candidates would be able to apply for such positions. (Dist. 3, PPAC, PPC: 2010)
- Seek changes to Adverse Weather Leave Policy that would allow for the use of adverse weather leave when an employee is directly impacted even though their agency or department did not close. (Dist. 39: 2011)
- District members and/or officers who provide documentation of SEANC assignments for the benefit of state employees should be allowed leave time without taking personal annual leave for those assignments during the work week. (Dist. 3: 2011)
- Seek legislative approval to give full access to public workplaces without intimidation or limits to SEANC information/personnel/volunteers. The voice and improvement for the service of state employees' is connected to increased SEANC membership. Employee access for recruitment opportunities in the state employees' workplaces has decreased. District membership chairs and other SEANC representatives (fully authorized by state agencies) should have the ability to have a minimum of bi-annual access to open areas, email and events to provide informational venues for district and SEANC advocates. (Dist. 3: 2011)
- The SEANC Legislative Affairs staff shall work with members of the North Carolina General Assembly to introduce and pass legislation that will ensure that no state employee can be discriminated against due to their actual or perceived sexual orientation or gender identity. (Dist. 41: 2011)

### *External and Other Objectives*

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- In order to protect the sound financial future of this great organization, that we, all SEANC members, the Board of Governors, and the Executive Committee, reaffirm our pledge to the guiding principles of fiscal restraint and open accountability and focus immediate efforts of such toward trimming waste in our daily operational expenditures, reevaluating our short term goals in light of rising costs and demands, and establishing long range planning within the integrity of our financial resources. (Dist. 40, PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009).
  
- SEANC will support federal and state legislation to provide access to quality and affordable health care for all United States citizens based on principles similar to those established by the North Carolina Health Access Coalition. (Dists. 3, 9, 58, 64, PPAC: 2008, PPC: 2011)  
**ACCOMPLISHED**
  
- SEANC endorses the repeal of G.S. §95-98 and supports the enactment of legislation to govern collective bargaining by North Carolina public employees; further, SEANC will seek to amend S. §143-3.3(g) and G.S. §135-18.8 to delete language that voids dues deduction from payroll or from a retirement benefit if an employees' or retirees' association engages in collective bargaining. (Dist. 25: 2001; PPAC, PPC: 2004; PPAC: 2007, PPAC, PPC: 2010).

### *Internal Objectives*

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- SEANC to appoint a working group for the sole purpose of developing comprehensive short and long term disability programs for all state employees. The deliveries of this working group would be legislation to be introduced at earliest opportunity. (PPC: 2010)
  
- Seek legislative inclusion of identity theft laws and protections for state employees. Include in this addition the need for employees to grant permission per request for outside vendors, health care providers, and all others except authorized legal agents to receive personal information. (PPC: 2010)