

POLICY PLATFORM

A Plan of Action

State Employees Association of North Carolina



2011 – As adopted July 22, 2010 by the Policy Platform Committee

MISSION STATEMENT

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

PURPOSE

Employees are the most important resource in state government. To recruit and retain the best qualified workforce, 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 2010 Annual Convention delegates will determine 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 2011 Session of the General Assembly.

ADMINISTRATIVE PROGRAM

Certain SEANC objectives may be accomplished through actions by the Administration and do not require legislative action. SEANC confers with the Governor, the Governor's Cabinet, and with the various boards that oversee employee benefit programs to achieve such objectives.

SALARY POLICY STATEMENT

State employees' salaries must be competitive with those provided by private and other public sector employers and provide an adequate standard of living. Salaries must be commensurate with the levels of education, training, responsibility, risk, and working conditions demanded by the job. Applying these principles fairly and consistently across state government agencies is as important as maintaining public sector versus private sector competitiveness.

POSITION CLASSIFICATIONS

Positions throughout state government should be evaluated regularly and reallocated when appropriate. The State's position classification system should include a process to evaluate jobs based on their comparable value to the state and should maintain salary ranges according to this evaluation and prevailing labor market considerations. The Salary Adjustment Fund should be funded annually at the level required to provide salary adjustments for reallocated positions.

PAY EQUITY

North Carolina agencies and universities should provide equitable pay to state employees. State employees' salaries should be determined in a fair and equitable manner, taking into consideration equity issues such as duties and responsibilities, years of service, experience, and education.

SALARY INCREASES

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

The policies and procedures that govern the administration of performance pay 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 their length of service since it provides an incentive to make a career of state service.

FUNDING OF SALARY PLAN

Appropriations to fund the salary plan should be a part of the state's base operating budget and, as such, should be a continuing budget item. The Legislature should appropriate funding for employees' salaries, including increases, prior to making financial commitments to new or expanded programs.

Appropriations to the Salary Adjustment Fund should provide funding: 1) for salary range revisions, 2) to address individual salary inequities, and 3) to fund severance pay in the event of a reduction-in-force. Funds for these purposes should be earmarked and made available as needed. 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 reduce salaries of positions made vacant by retirements since such reductions prevent agencies from hiring or promoting qualified employees into the positions.

PERSONNEL POLICY STATEMENT

The State Personnel System should assure equal treatment for state employees. Equal treatment should adhere to the protections guaranteed by the State Personnel Act. Proper management of state government requires that the Legislature, State Personnel Commission, Office of State Personnel, and Office of State Budget, among others, work cooperatively to ensure adequate funding and staffing to carry out the state's programs and to ensure the recruitment and retention of a qualified workforce. Ongoing evaluations of and modifications to the compensation, benefits, and working conditions for all categories of state employees must be carried out with the best interests of the state and its employees in mind.

CHANGING NEEDS OF EMPLOYEES

The Legislature and State Personnel System must be responsive to the changing needs of employees through creative and innovative programs, such as NC Think and NC Flex.

All employees should be treated equitably regardless of full-time or part-time status. The Legislature must reward the service provided by temporary and seasonal employees who serve on a recurring basis and must allow these employees to accrue benefits over the long term. Additionally, positions that are needed annually should be established as permanent positions.

The Legislature and the Administration should oppose contracting out traditional state services since contracting out such services may not be in the state's best interests. SEANC opposes privatization and downsizing state government services and shall continue to work through its internal committees to prevent such efforts. In cases where privatizing services is under consideration, SEANC shall seek representation on committees or task forces appointed to study the impact of privatization.

REDUCTION-IN-FORCE BENEFITS

SEANC will continue to evaluate 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 careers to serving North Carolina's citizens and are terminated due to reductions-in-force. The State should adopt practices that have proven successful in the private sector, such as: early retirement incentives, early retirement without penalty, severance pay of up to one year's salary, advance notice of upcoming 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 maintained by the state. The state's ultimate goal in the case of the employees who abuse illegal drugs, legal drugs, or alcohol should be treatment and rehabilitation so that such employees can continue as productive members of the workforce. Disciplinary actions should take place only after other measures have proven ineffective.

FRINGE BENEFITS

Fringe benefits should be reviewed on an ongoing basis to guarantee that benefit packages are responsive to changing needs and are equitable for all classes of state employees. Administration of these benefits must be consistent across all agencies.

FAIR TREATMENT OF STATE EMPLOYEES

The state must ensure that employees are treated fairly in every respect. When a state employee identifies an employment condition or circumstance that is causing a workplace problem, the agency head must encourage that employee to seek relief through established grievance procedures. Such procedures must be based on the premise that grievances represent opportunities for improving agency operations and public services through cooperative relationships. To this worthwhile end, the state's grievance process must assure that grievance procedures are accessible, inexpensive, simple, fair, and guarantee prompt action.

RETIREMENT POLICY STATEMENT

The Retirement System should provide an adequate income for career state employees upon retirement. To retain a qualified workforce, the system must provide competitive benefits upon retirement, since the retirement program is a major consideration for those choosing a career with state government.

RETIREMENT BENEFITS

The Retirement System should provide benefits that compare favorably with those offered by other states. The retirement fund should have a sufficiently low unfunded liability to ensure system soundness, but the unfunded liability need not be so low that program benefits are sacrificed unnecessarily.

SEANC favors using excess actuarial gains for benefit enhancements and opposes efforts that unnecessarily restrict such enhancements. SEANC also opposes using 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 retirees' incomes remain in line with economic changes, such as the average employee's income.

HEALTH CARE

The State Health Plan of North Carolina should provide quality health care coverage. The state should pay the employees' premiums, and the premiums 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 and vision benefits. The Legislature should consider the Health Plan as an essential component of employees' total compensation and recognize that benefit reductions are, in effect, salary cuts. Cost-control measures should be shared by providers and plan members. Appropriations for health care coverage should be expended for health care benefits only.

MONITOR PLAN ADMINISTRATION

Although the state has self-insured its health plan, it contracts administration of claims processing to a private company. The state must ensure that the private contractor provides quality services to plan members. The state should monitor the plan's administration and remedy unlawful or inadequate administrative activities.

OTHER HEALTH CARE OPTIONS

The State Health Plan should expand the types of health care options available to employees to be competitive with other state and federal government health plan offerings.

EXTERNAL AND OTHER BENEFITS POLICY STATEMENT

Travel allowances for state employees must ensure that reimbursement rates adequately cover the expenses incurred while traveling on behalf of the state.

Employees should be reimbursed for moving expenses when they are relocated for the state's benefit. They should also receive allowances from the state that are sufficient to purchase equipment, supplies, or clothing that are required as a condition of employment.

The state should maintain pleasant and comfortable physical facilities and a safe working environment that is easily accessible to employees and citizens. The state should ensure that employees are aware of potential workplace hazards, receive adequate safety procedures training, and are provided with adequate equipment to protect against 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

1. Petition the North Carolina General Assembly to 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; **PPAC, PPC 2010**).

Convention Action: _____

2. Petition the North Carolina General Assembly to appropriate salary adjustment funds to agencies and the university system on an annual basis. (Dist. 3; 2008; **PPAC, PPC 2010**).

Convention Action: _____

3. Petition the North Carolina General Assembly to provide employees who are subject to the State Personnel Act (SPA) with increases equal in percentage to those granted public school teachers and university EPA non-faculty and faculty employees. (Dist. 3; 42, PPAC, PPC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

4. Petition the North Carolina General Assembly to grant the career growth component of the comprehensive compensation plan as a salary bonus to employees who are at the top of their salary ranges. (PPAC: 1999; Dists. 38, 42, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, 42, PPAC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

Personnel Objectives

1. Seek an increase in vacation leave time that would round up the vacation leave earnings rate to the next hour, creating even hours for earned vacation time (for example: less than 2 years service now earns vacation at the rate of 7 hrs 50 minutes per month; increase earnings to 8 hours) (Dist. 3, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____

2. **[Consolidated into a single objective re temporary employment practices.]**

3. Seek legislation and/or policy changes to permit the conversion of an employee's earned annual leave in excess of 240 hours to sick leave upon that employee's separation from state government. (Dist. 42; as amended by PPAC, PPC: 2003; Dist. 42, PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____

4. Oppose legislation that would remove state employees from the protections of the State Personnel Act. Each state agency and university should continue to report personnel actions affecting subject employees to the Office of State Personnel, which Office should ensure agency compliance with provisions of the Act. (Dist. 3, PPAC, PPC: 2002; PPAC, PPC: 2005; Dists. 11, 36, 42, PPAC: 2008; **PPAC, PPC 2010**). **Convention Action:** _____

5. 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; **PPAC, PPC 2010**). **Convention Action:** _____

6. Seek legislation to provide two or more additional vacation days per year.
(Dist. 25, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008; **PPAC, PPC 2010**).
Convention Action: _____

7. **[Duplicate objective. Combined with similar objective.]**

8. Seek legislation or regulatory reform that would: 1) allow state employees to select a state employee or retiree to serve as support person during the grievance process and 2) authorize the selected support person to attend and participate in all grievance related meetings and hearings . (Dist. 25, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008; **PPAC, PPC 2010**). **Convention Action:** _____

9. Seek legislation or regulatory reform to provide consideration to career state employees who become disabled due to job-related injuries and are unable to return to their original occupation after maximum medical improvement.
(Dist. 3, PPAC, PPC: 2002; PPAC, PPC: 2005; 42, PPAC, PPC: 2008; **PPAC, PPA 2010**).
Convention Action: _____

10. **[Expires 2010]**. Seek an increase in vacation time earned to 20 hours per month at 25 years of service. (Dist. 59, PPC: 2007; **Dists. 3, 25, PPAC, PPC 2010**).
Convention Action: _____

11. **[Expires 2010]** Seek policy change for the SPA Exempt Employees who earn compensatory time and are unable to use that time due to demanding work schedules and the time is inevitably lost. If compensatory time off is not given by the end of the twelve-month period, the overtime pay shall be included in the employee's next paycheck. (Dist. 3, PPAC, PPC: 2007; **Dist 25. PPAC, PPC 2010**). **Convention Action:** _____

12. **[Expires 2010]** Seek policy change for long-term employees who reach the maximum of their salary range. Once a long-term employee's salary reaches the maximum of the range, the employee has no opportunity for receiving pay increases because an increase would surpass the maximum salary range. This is unfair to the employee who has worked hard for many years to ultimately reach the top of their range. They should not be penalized for being at the top of their range without any further opportunity for growth within their position. (Dist. 3, PPAC, PPC: 2007; **Dists. 3, 44, PPC**). **Convention Action:** _____

13. Seek legislation that limits the distribution of state employees' and retirees' personnel documents and personal information and specifies safeguards and procedures that will be followed to protect identifying information, health-related data, financial information, drivers' license numbers, home telephone numbers, etc. from unauthorized distribution. (Dist. 20, PPAC 2002; 17, PPAC, PPC: 2007; Dist 11, 36, PPAC 2008; **Dists. 3, 25, 44, PPAC, PPC 2010**). [**Rewrite combines two similar objectives, one of which was due to expire.**]
Convention Action: _____

14. [**Expires 2010**] Seek modification of the State Personnel Act [G.S. 126-34.1 (a.1)] to include reductions-in-force (RIF) as grounds for appealing grievances to the Office of Administrative Hearings. (Dist. 25, PPAC, PPC: 2007; **Dists 3, 25, 44, PPAC, PPC 2010**).
Convention Action: _____

15. [**Expires 2010**] Seek policy change in the motor pool, located on Blue Ridge Road, to better accommodate state employees as it relates to travel on their jobs. Since the closure of the State Motor Pool Facility on Peace Street, state employees must go to the motor pool on Blue Ridge Road to check out cars. This has resulted in a number of problems for state employees. (1) The new motor pool site is more difficult to access for employees deployed throughout the greater Raleigh area; (2) Very often there have not been a sufficient number of cars to meet employee needs without long waits, which can be hours or even days; and (3) When employees return to the motor pool after 5:00 pm they are unable to return the state car and retrieve their personal vehicle if it has been left in the lot. This is especially problematic on Friday afternoon when the employee will face an entire weekend without their personal vehicle and may not drive the state vehicle for personal use. (Dist. 42, PPAC, PPC: 2007; **PPC 2010**). **Convention Action:** _____

16. [**ACCOMPLISHED - Expires 2010**] Allow state employees who are exposed to infectious situations and are compromised to receive notification in accordance with chronic disease law, with medical and psychological treatment provided to affected employees as long as needed. (Dist. 20: 1997; Dist. 25: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; PPAC: 2007) | **PPAC, PPC: Accomplished. Delete.** **Convention Action:** _____

Health Care Objectives

1. [Duplicate. Combined with # 7 below]

2. Seek legislation to transfer oversight of the State Health Plan to the Executive Branch of Government. (Dist. 39, PPAC, PPC: 2009; **PPAC, PPC 2010**).
Convention Action: _____

3. Seek adoption of benefit enhancements that would make the State Health Plan of North Carolina rank among the top 10 health plans in the US. (Dist.9, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____

4. Seek expansion of the drug formulary to include preferred brand name drugs that are prescribed by the physician because generic equivalents are ineffective.

(PPAC, PPC: 2002; PPAC, PPC: 2005, PPAC, PPC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

5. Seek legislation that would require the State Health Plan to notify members at least 60 days in advance of any Plan benefit changes. (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; **PPAC, PPC 2010**).

Convention Action: _____

6. Seek alignment of the State Health Plan benefit year 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)

7. **[Expires 2010]** Seek inclusion of acupuncture as a State Health Plan covered service.

Acupuncture is a medical service and, therefore, should be covered by the state medical plan in the same way as chiropractic services are covered.

(Dist. 3, PPAC, PPC: 2007; **Dists. 3, 25, 44, PPAC, PPC 2010**).

Convention Action: _____

8. **[Expires 2010]** Seek continuation of a fully paid individual health care benefit for active 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; **Dists. 3, 25,**

PPAC, PPC 2010). **Convention Action:** _____

9. **[Expires 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. State Health Plan members are not being informed of the potential for additional charges for services received from non-network medical staff providing emergency room, anesthesiology and similar medical services under contract to in-network hospitals/other health facilities.

(Dist. 60: 2004, PPAC, PPC: 2007, PPAC, PPC; **Dists. 3, 24, 44, PPAC, PPC 2010**).

Convention Action: _____

10. **[Expires 2010]** Seek expansion of chiropractic care covered by the State Health Plan 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; **Dists. 3, 25, PPAC, PPC 2010**).

Convention Action: _____

11. *PPAC, PPC 2010: Recommend Deletion; no longer applicable.*

Convention Action: _____

12. Seek legislation that would guarantee 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; **PPAC, PPC 2010**).

Convention Action: _____

Retirement Objectives

1. Seek modifications to the state disability program to exempt Social Security Disability benefits from consideration when calculating state disability payments for employees. (Disc. 6, 1996; PPAC, 1999, Dists. 24, 38, 60, PPAC, PPC 2002; PPAC, PPC; 2005; Dist. 59, PPAC, PPC: 2006; PPAC, PPC: 2008; Dist. 9, Dist 40, PPAC, PPC: 2009; **PPAC, PPC 2010**).

[Combines two similar objectives.] **Convention Action:** _____

2. Seek 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; **PPAC, PPC 2010**). **Convention Action:** _____

3. Seek restoration of the state's percentage contribution to the Retirement System to at least equal the employees' percentage contribution. (As amended by PPAC, Dist. 5, PPC: 2006; Dist. 9, Dist. 40, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____

4. Seek a survivor's alternate benefit equivalent to at least 20 years of creditable service for the spouses and dependent children of career 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; **PPAC, PPC 2010**). **Convention Action:** _____

5. Seek adoption and funding of a "Rule of 75" as a discontinued service retirement allowance for employees beginning at age 50. (Dist. 60: 1997; PPC: 2000; Dists. 25, 38, 60, 65, PPAC, PPC: 2003; PPAC, PPC: 2006; Dist, 9, Dist, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**).

Convention Action: _____

6. Seek adoption of 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; **PPAC, PPC 2010**). **Convention Action:** _____

7. **ACCOMPLISHED:** Seek equal treatment of members of TSERS with respect to reemployment after retirement. (Dist. 1:2003; as amended by PPAC July 10, 2003; Dist 25, PPAC, PPC: 2003; Dist. 9, Dist 40, PPAC, PPC: 2009)

(PPAC, PPC 2010: Accomplished. Delete.) Convention Action: _____

8. **ACCOMPLISHED:** Seek elimination of restrictions on salary and other limitations for retired employees returning to work for state government.

(Dist. 10, PPAC, PPC: 2002, PPAC, PPC: 2005; PPAC, PPC: 2008)

(PPAC, PPC 2010: Accomplished. Delete.) Convention Action: _____

9. Seek a lump sum payment for earned sick leave to a deceased state employee's spouse or beneficiary, such payment to be based on the deceased's salary at the time of death, if the beneficiary does not elect survivor's alternate benefits.

(Dists. 20, 38, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC, PPC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

10. Seek to provide tax relief for employees hired after August 11, 1989.

(Dist. 62: 1999; Dists. 25, 38, 60, PPAC, PPC: 2002; PPAC, PPC: 2005; PPAC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

11. Seek inclusion of 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; **PPAC, PPC 2010**).

Convention Action: _____

12. Oppose the transfer of any unfunded liability for retiree health insurance premiums and related costs from the State Health Plan to the Teachers' and State Employees' Retirement System. (Dist. 60, PPAC, PPC: 2002; PPAC, PPC: 2005; Dist. 11, PPAC, PPC: 2008; **PPAC, PPC 2010**).

Convention Action: _____

13. **[Duplicate. Combined with # 1]**

14. **[Expires 2010]** Seek a policy change to extend the time frame that a retired employee is eligible to receive a death benefit from 180 days to 365 days.

(Dist. 8, PPAC, PPC: 2007; **Dists. 2, 3, 25, PPAC, PPC, 2010**).

Convention Action: _____

15. **[Expires 2010]** Seek an increase in the accrual rate to 2.0, which would provide a retirement benefit of approximately 60% of average final compensation. (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**).

Convention Action: _____

Other Objectives

[Expires 2010] Seek repeal of G.S. §95-98 and enactment of legislation permitting collective bargaining by North Carolina public employees; further, seek amendment to G.S. §143-3.3(g) and G.S. §135-18.8 to delete language that voids dues deduction from payroll or from retirement benefits if employees' or retirees' associations engage in collective bargaining. (Dist. 25: 2001; PPAC, PPC: 2004; PPAC: 2007; **Dists. 3, 25, 44, PPAC, PPC 2010**).

Convention Action: _____

ADMINISTRATIVE PROGRAM

Salary and Personnel Objectives

1. Seek adoption of a personnel policy that would require promotional priority consideration be given to career state employees. (PPAC, PPC: 2003; PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____

2. Seek enforcement of reduction-in-force policies which give qualified career employees rehire priority for available positions at the same or lower levels. (PPAC, PPC: 2003; Dist. 42, PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**).

Convention Action: _____

3. Seek change in the promotional priority policy under the Career Banding System to ensure that promotional priority is given to qualified internal applicants. Each agency should present their promotional priority plan to the Office of State Personnel.

(PPAC, PPC: 2003; PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**).

Convention Action: _____

4. **[Expires 2010]** Seek agency and university compliance with laws, policies, and regulations 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; **Dists. 3, 25, 44, PPAC, PPC 2010**).

Convention Action: _____

5. Seek agency and university compliance with OSHA guidelines that protect state employees from repetitive motion disorders, carpal tunnel syndrome, and other injuries; and further seek agency-sponsored annual safety education for employees regarding their 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; **PPAC, PPC 2010**).

Convention Action: _____

6. 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. (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. 3, PPAC, PPC: 2007; Dist. 9, Dist. 40, PPAC, PPC: 2009; **Dists. 3, 25, 44, PPAC, PPC 2010**). **Convention Action:** _____

7. Seek change in workers' compensation law to ensure that 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).

8. Seek consistent and uniform policies, procedures, and guidelines that clearly state responsibilities and reimbursement rates for state employees who use personal vehicles in the performance of work-related activities. (Dist. 17, PPAC, PPC: 2002; PPAC, PPC: 2005; Dist. 11, 36, PPAC, PPC: 2008)

9. Seek an annual \$500 equipment/supply allowance for employees who furnish needed equipment/supplies when such items are 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; **Dist. 25, PPAC, PPC 2010**). **Convention Action:** _____

10. [**Expires 2010**] Seek allocation for uniforms for those employees required to wear special clothing to meet safety, 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; **Dists. 3, 25, 44, PPAC, PPC 2010**). **Convention Action:** _____

11. [**Expires 2010**] Seek policies and practices that ensure the fair and equitable implementation of the Career Banding system. (Dist. 17, PPAC, PPC: 2007; **Dists. 3, 25, PPAC, PPC 2010**). **Convention Action:** _____

Other Objectives

1. 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 our efforts toward reducing waste in our daily operational activities, annually evaluating our short term goals in light of rising costs and current demands, and that we carry out long range planning within the limits of our financial resources. (Dist. 40, PPAC, PPC: 2006; Dists. 9, 40, PPAC, PPC: 2009; **PPAC, PPC 2010**). **Convention Action:** _____