

POLICY PLATFORM

2015

A Plan of Action

*(as determined by the 2014 SEANC Annual
Convention)*

*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 attract and retain the best employees, the state must provide the best possible working conditions for those employees. SEANC has adopted the following Policy Platform as the Association's blueprint for action. This Policy Platform recognizes that the Legislature considers items biennially.

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.
 - ~ 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 delegates to the 2014 SEANC Annual Convention determined which issues should be given top priority in the upcoming legislative session.

Administrative Program

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

Salary Policy Statement

State employees' salaries must be competitive with private and public sectors, provide for 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 employment 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. Positions should be compensated per the evaluation and the prevailing labor market. The Salary Adjustment fund should be funded sufficiently to provide for allocations.

Pay Equity

The state should provide equitable pay to all state employees. Each employee's salary should be evaluated in a fair manner and consideration should be given to all issues of equity including salary, pay 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. Experience-based increases should provide for annual advancement in each pay grade. Cost-of-living increases should enable 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 exemplary job performance and be uncomplicated to implement. Longevity pay rewards employees for length of service and should serve as incentive to remain in state service. All state employees should be eligible for longevity pay based on the years of service they have contributed and should apply uniformly.

Funding of the Pay Plan

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

There should be in place, funding provisions for range revisions, individual salary inequities, and severance pay in the event of a reduction-in-force (RIF). Such funds 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 areas of pay, pay increases, benefits, and budget reductions.

Personnel Policy Statement

Policy should provide for equal treatment for all state employees. Proper management of state government should ensure recruitment and retention of a quality workforce and adequate funding to maintain existing programs and implement new programs. Ongoing evaluations of compensation, benefits and working conditions must be consistent with equality efforts.

Drug-Free and Alcohol-Free Workplace

The state should provide for a safe drug-free and alcohol-free workplace and offer rehabilitation in the case of employees who have substance abuse issues, so that the employee can continue as a productive member of the workforce. Disciplinary action make take place after other measures have been exhausted.

Fringe Benefits

State employee fringe benefits should be reviewed periodically and such benefits are responsive to changes and remain equitable for all classes of state employees. Administration of fringe benefits should be consistent in all agencies.

Fair Treatment of State Employees

When a state employee feels that he/she may have been treated unfairly, the agency head must encourage the employee to seek relief through the established employee grievance procedure. The procedure must be based on the premise that grievances represent opportunities for improving agency operations and public services through sound employee relationships. The state's grievance 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 Teachers and State Employees Retirement System (TSRS) should provide an adequate income for career state employees upon retirement. The system should provide competitive benefits for employees upon retirement and serve as a tool for retaining good employees.

- ~The system's benefits should compare favorably with other states.
- ~The retirement fund should have a low unfunded liability, but not to the point of needless sacrifice of benefits.
- ~SEANC favors the use of excess actuarial gains for member benefit enhancements and opposes any practices that would stagnate member benefits.
- ~SEANC opposes use of retirement funds for any purpose that could erode investments or integrity of the system.
- ~Benefits should be reviewed annually to ensure that payment remains in line with economic change.

Health Care Policy Statement

The State Health Plan should maintain quality health care coverage. The state should cover the premium costs for the employee and dependent coverage should be priced within reach for all state employees. Medical benefits should be competitive with other employers. The State Health Plan should be recognized as part of the employee compensation package and erosion of benefits is essentially a cut in pay. Cost control measures should not solely affect state employees, but providers and the plan itself.

Although the state has self-insured the health plan, administration of claims is handled through contract with a private company. The state has the responsibility to oversee that company and ensure that employees are receiving quality service. The state should closely monitor this contract.

External and Other Benefits

Other benefits should be provided to employees by the state of North Carolina. Travel allowances and reimbursement should adequately cover expenses incurred while traveling on behalf of the state. Employees should be compensated for moving expenses when they have to move for the benefit of the state. Employees should also receive allowances from the state sufficient to cover the cost of equipment and/or supplies that are necessary to their specific position. The state's physical facilities should create a pleasant and comfortable work environment and should be easily accessible to state employees and North Carolina citizens. 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 appropriately informed of potential workplace hazards, are trained properly and are provided with adequate equipment to counteract the possibility of work related injuries and/or illnesses.

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

Legislative Program

~ Request that the General Assembly fully fund employee salary compensation prior to considering other appropriations. (D60-1997; PPAC, D25- 2000; D25, D38, D60, D65, PPAC, PPC-2003; D25, PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ SEANC will propose legislation to consider SPA employees, teachers, EPA administration and faculty employees receive equal pay raises. (D3, D42, PPAC, PPC-2008; PPC-2011; PPAC, PPC-2014)

~ Seek to continue the recent legislative practice of granting career growth component as a bonus for employees who are at the top of their pay range. (PPAC-1999; PPC-2008; D38, D42, D60, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, D42, PPAC-2008; PPC-2011; PPAC, PPC-2014)

~ Seek policy change and compliance with laws, policies and regulations governing equitable compensation for career state employees in comparison to current and/or future new hire compensation offers; and further petition The Office of Human Resources to take corrective action when agencies are found to be non-compliant. (D59, PPC-2013)

~ Seek a change in vacation time currently earned in an hourly and minute format. (D3, PPAC, PPC-2009; PPAC, PPC-2012)

~Seek change in policy for non-student temporary jobs (20 hours per week or greater) which remain temporary too long. (D3, PPAC, PPC-2009; PPAC, PPC-2012)

~ Seek agency policy change for better enforcement of OSHA guidelines in state government to protect state employees from repetitive motion disorders, Carpel Tunnel Syndrome and other injuries; and to provide annual safety education to employees regarding OSHA rights and responsibilities. (D38-1997; D25, D38-2000; D38, D60, D65, PPAC, PPC-2003; D42, PPAC, PPC-2006; D9, D40, (as amended) PPAC-2009; PPAC, PPC-2012)

~ Promotional priority consideration shall be given by all agencies to current state employees who have earned career status over those state employees who have not yet earned career status. (PPAC, PPC-2003; PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~When a career state employee, covered by the State Personnel Act (SPA), is notified of his/her separation by reduction-in-force (RIF) 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; D42, PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ 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. (D42, (as amended) PPAC, PPC-2003; D42, PPAC, PPC-2006; D9, PPAC, PPC-2009; PPAC, PPC-2012)

~ Oppose legislation that removes state employees from the protections of the State Personnel Act (SPA). Each state agency should continue to report to the Department Of Human Resources, which should continue to serve as the central clearinghouse for all issues and concerns relating to state employees. (D3, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, D42, PPAC-2008; PPC-2011; PPAC, PPC-2014)

~ SEANC will oppose privatization and downsizing of state government services. (D67-1999; D38, D60, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, D42, PPAC-2008; PPC-2011; PPAC, PPC-2014)

~ SEANC will seek legislation to provide two or more additional vacation days per year than currently provided to state employees. (D25, PPAC, PPC-2002; PPAC, PPC-2005; PPAC, PPC-2008; PPC-2011; PPAC, PPC-2014)

~ 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. (D20, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, PPAC-2008; PPC-2011; PPAC, PPC-2014)

~ Seek policy change to increase vacation time to 20 hours per month at 25 years of service. (D59, PPC-2007; PPC-2010, PPAC, PPC-2013)

~ Seek policy change in pay equity. North Carolina state agencies and universities are presently mandated by the Department of Human Resources to provide equitable pay to all SPA employees. Pay equity must be determined at the top level of each agency or university, and every SPA employee's salary evaluated in a fair and equitable manner taking into consideration all issues of equity including salary, grade, longevity, experience and education. (D3-2004; PPAC, PPC-2007; PPC-2010; PPAC, PPC-2013)

~ Seek 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 information, financial information, drivers license, etc. (D17, PPAC, PPC-2007; PPAC, PPC-2010; PPC-2013)

~ 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. (D25, PPAC, PPC-2007; PPAC, PPC-2010; PPAC, PPC-2013)

~ 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. (D60-1994; D19-1997; PPC-2000; D25, D38, D60, D65-2003; PPAC-2006; PPAC, PPC-2009; PPC-2010; PPAC, PPC-2013)

~ 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. (D3, PPAC, PPC-2010; PPAC, PPC-2013)

~ Seek legislation that all recruitment and hiring systems within the Community College System be approved from The Department of Human Resources. The Department of Human Resources shall review, approve and require external and internal postings to make the system under the State Personnel Act (SPA) consistent with all qualification requirements of all full-time, part-time and temporary positions. This would ensure that all applicants are provided with an equitable opportunity. (D3-2011; PPAC, PPC-2014)

Health Care Objectives

~ Seek to make the State health Plan of North Carolina among the top 10 in the United States. (D9, PPAC, PPC-2009, PPC-2012)

~ Seek action by the State Health Plan 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; PPAC, PPC-2014)

~ Seek coverage for acupuncture benefits in the State Health Plan when performed by a provider trained and certified in acupuncture for medical conditions where acupuncture has been found to have therapeutic medical value. (D3, PPAC, PPC-2007; D3, PPAC, PPC-2010; as amended PPAC, PPC-2013)

Original Object: Seek legislation for the State Health Plan to cover acupuncture. Acupuncture should be a medical service and therefore, covered by the State Health Plan the same as chiropractic treatment.

~ Seek to establish a fully paid individual health care benefit equivalent to the current PPO 80/20 in place as of June 30, 2013 for all qualified active employees and retirees. (D5, D25-1992; D5, D25-1995; D7, D11, D25, D39, D64, D65, D66-1998; D21, D25, D38, D42, D60-2001; D65, D38, D39, D56, PPAC, PPC-2004; PPAC-2007; PPAC, PPC-2010; as amended PPC 2013)

Original Objective: Seek continuation of a fully paid individual health care benefit for all active and retired state employees.

~ Seek legislation requiring informed written consent of State Health Plan members for charges exceeding standard in-network deductibles, co-insurance, and co-pays when excessive charges arise from contracted medical services changes. (D60-2004; PPAC, PPC-2007; D60, PPAC, PPC-2010; PPAC, PPC-2013)

~ Change current chiropractic care to include total body coverage, modalities, and braces (supports) as prescribed by a chiropractic practitioner. (D20-1998; D25, D38, D60-2001; D65, D38, D39, D40, D56, D60, PPAC-2004; PPAC-2007; PPAC, PPC-2010; PPAC, PPC-2013)

~ Seek policy change or legislation to link Hospital reimbursement rates to a percentage of Medicare rates. (Retiree Council, PPC-2014)

~ Seek policy or legislation to eliminate payment for hospital “never events” where hospital errors result in additional expense to the State Health Plan and members. (Retiree Council, PPC-2014)

~ Seek to strengthen State Health Plan Ethics by seeking legislation or adopting a policy requiring political disclosure by service providers. (Retiree Council, PPC-2014)

~ Seek policy or legislation to correlate the State Health Plan Medicare Retiree enrollment with federal Medicare enrollment periods. (Retiree Council, PPC-2014)

~ Seek policy to provide annual publication and notice to State Health Plan members of ratings on health insurance products offered by the State Health Plan such as the Affordable Care Act Star Rating System for Active Employees, the Medicare Health Outcomes Survey Ratings (Medicare Retirees), HEDIS and similar ratings such as the Committee on Medical Quality Assurance (CMQA). (Retiree Council, PPC-2014)

~ Seek policy to establish a Member Self-Audit Rewards program to reimburse State Health Plan members for finding billing errors and overcharges with a minimum reward of 10% and a cap not to exceed \$7,500. (Retiree Council, PPC-2014)

~ Seek policy to reimburse State Health Plan members for overdraft fees and bad check charges arising from enrollment/bank draft/payroll errors by the State Health Plan or its vendors. (Retiree Council, PPC-2014)

~ Seek Congressional support for federal statutory or regulatory change which would enable dependents of State Health Plan members to qualify for tax credits and premium subsidies in the Health Benefit Exchanges under the Affordable Care Act. Alternatively, seek funding from the State for an equivalent premium subsidy in the State Health Plan for dependent coverage. (Retiree Council, PPC-2014)

~ Provide or study the option of a Medicare Supplement Policy or cash benefit for Medicare Retirees with automatic adjustments for health care inflation, age and adverse risk. Alternately, provide a PPO 80/20 Option for Medicare Retirees wishing to maintain Traditional Medicare. (Retiree Council, PPC-2014)

~ Provide a combined medical and pharmaceutical maximum out-of-pocket limit not to exceed \$5,000 annually per covered member for the PPO options. (Retiree Council, PPC-2014)

~ Reduce generic drug co-pays to a maximum of \$10 per script. (Retiree Council, PPC-2014)

~ Reestablish a premium free health care benefit equivalent to the current PPO 80/20 and eliminate Wellness Premium Surcharges for the new PPO 80/20. Request General Assembly provide funding for positive cash incentives of \$50 for designating a Primary Care Physician and \$50 for Completion of a Health Assessment. (Retiree Council, PPC-2014)

~ Support HB 498 adopted by the 2013 Session of the North Carolina House which would provide limited health insurance coverage for Autism Spectrum Disorder. (Retiree Council, PPC-2014)

Retirement Objectives

~ Seek statutory change to the state disability program to totally exempt Social Security Disability inclusion in calculating state disability payments when an employee is not approved for Social Security Disability. (D59, PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~SEANC supports the continuation of a defined benefit retirement plan for current and future state retirees. (PPAC, PPC-2003; D25, PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ Seek restoration and continuation of the employer's contribution to the retirement system that will at least match the employee's contribution. (As amended by PPAC, D5, PPC-2006; D9, D40, PPAC, PPC-2009, PPAC, PPC-2012)

~ Seek legislation to provide survivor's benefit equivalent to at least 20 years creditable service for the spouses and dependent children of career level state employees who die while in active service and have at least 10 years of creditable service in the retirement system. (D60-2000; D38, D60, D65, PPAC, PPC-2003; PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ Seek legislation providing a "Rule of 75" for discontinued service retirement allowance for employees beginning at age 50 with funding provided by the state. (D60-1997; PPC-2000; D25, D38, D60, D65, PPAC, PPC-2003; PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ Seek to implement a true "Rule of 85" in determining eligibility for unreduced retirement benefits. (D2-1991; D6, D7, D10-1994, D19-1997; D25, PPAC-2000, D25, D38, D60, D65, PPAC, PPC-2003; PPAC, PPC-2006; D9, D40, PPAC, PPC-2009, PPAC, PPC-2012)

~ Seek to provide the state income tax exemption provided through the Bailey Act to all retired state employees. (D62-1999; D25, D38, D60, PPAC, PPC-2002; PPAC, PPC-2005; PPAC-2008; PPC-2011; PPAC, PPC-2014 as amended)

~ Seek to study ways to include all employees who are certified by Criminal Standards and Training in the law enforcement retirement structure. (D16-1999; D25, D38, D60, PPAC, PPC-2002; PPAC, PPC-2005; PPAC-2008; PPC-2011; PPAC, PPC-2014)

~ Oppose the transfer of any unfunded liability for retiree health insurance to the retirement system. (D60, PPAC, PPC-2002; PPAC, PPC-2005; D11, PPAC, PPC-2008; PPC-2011; PPAC, PPC-2014)

~ Provide Social Security Disability Compensation individual of Social Security Disability as existed before the Faulkenbury decision. (D6-1996; PPAC-1999; D24, D38, D60, PPAC, PPC-2002; PPAC, PPC-2005; PPAC, PPC-2008; PPC-2011; PPAC, PPC-2014 as amended)

~ 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 (TSRS). (PPAC-1985; PPAC-1989; PPAC-1994; D4-1996; D39-1998; D21, D25, D38, D42, D60-2001; D65, D38, D39, PPAC-2004; PPAC, PPC-2007; PPAC, PPC-2010; PPC-2013)

~ Seek legislative changes from the State Treasurer serving as sole fiduciary to a fund committee approach to managing the state pension fund. (D3, PPAC, PPC-2010; PPAC, PPC-2013)

~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 Statewide Policy Platform meeting. North Carolina's use of sole fiduciary is obsolete in other states. (D17, PPC-2011; PPAC, PPC-2014)

~ Amend G.S. 135-4 to separate periods of withdrawn service. Current statute requires the two periods be purchased at the same time. This increases the cost and, in many cases, makes purchasing back time unaffordable. Treating each withdrawn period separately and allowing the purchase at different times lowers the cost without increasing any administrative costs. (D44, PPC-2011; PPAC, PPC-2014)

~ Seek cost-of-living adjustment (COLA) for retired state employees equal to active state employees. (D3, PPC-2013)

~ SEANC will seek legislation that requires an annual third party financial audit of The Teachers and State Employees Retirement System (TSRS). (D19, D3, PPAC, PPC-2014)

~ When a member of the Teachers and State Employees Retirement System (TSRS) retires after completing 30 years of service, they should not be held to G.S. 135-3(8)c return to work laws if they choose to work for a private entity or LLC that either assigns or leases them back to a TSRS employer. (D9, PPC-2014)

~ North Carolina State Employee Retirees dedication and productivity was the basis for contribution to economic success. They continue to contribute to the economy via sales, property and personal taxes at the same rate as current working state employees. Retirees are not exempt from the current increases in the costs-of-living, and should have the opportunity to have the same increases in pension increases as active employees' salary increases. Active employees and retirees should receive the same percentage increase in income to continue a level of economic stability in their lives. (D3, PPC-2014)

Administrative Program

~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. This practice allows agencies and universities to avoid giving permanent status to those employees. *Amended

Original Objective: Seek policy that would require agencies and universities to create a permanent position if there is a need for a temporary employee for more than an 11 month period.

(BOG-1989; Convention-1994; D25-1997; D25, PPAC-2000; D3, D38, D60, D65, PPAC-2003; D3, D25, PPAC, PPC (as amended)-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012; PPC-2013)

~ Seek agency and university compliance with laws, policies and regulations governing equitable pay (equal pay for equal work); and further petition the Department of Human Resources to take corrective action when agencies or universities are found to be non-compliant. (D3-2004; PPAC, PPC-2007; D3, D25, D44, PPAC, PPC-2010; PPAC, PPC-2013)

~ Seek policy change for SPA exempt employees (not covered by the State Personnel Act) who earn compensatory time and are unable to take that time due to demanding work schedules. The time is inevitably lost. If the employee is unable to take the time before the end of the 12 month period, then overtime pay should be included in the employee's next pay check. (D3, PPAC, PPC-2007; D25, PPAC, PPC-2010; PPAC, PPC-2013)

~ Seek change in worker's 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 North Carolina G.S.§115C-33.8 (D60-1997; D25, D42, PPAC-2000; D25, D38, D60, D65, PPAC, PPC-2003; PPAC, PPC-2006; D9, D40, PPAC, PPC-2009; PPAC, PPC-2012)

~ 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. (D17, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, PPAC, PPC-2008; PPC-2011; PPAC, PPC-2014)

~ Request an annual \$500 equipment/supply allowance for employees who furnish equipment/supplies needed for their work, but are not provided by the State. (D4, D25-1996; PPAC-1999; D25, D38, D60, PPAC, PPC-2002; PPAC, PPC-2005; D11, D36, PPAC, PPC-2008; PPC-2011; PPC-2014)

~ Seek allocation for uniforms for those employees required to wear special clothing to meet agency requirements. (D60-1995; D66-1998; D21, D25, D38, D60-2001; D65, D38, D39, D56, PPAC, PPC-2004; PPAC-2007; PPC-2010; PPAC, PPC-2013)

~ Petition the Department of Human Resources to become more proactive in overseeing hiring practices within state agencies. All positions should be posted that implicate or insinuate a

promotion so that all internal candidates would be able to apply for such positions. (D3, PPAC, PPC-2010; PPC-2013)

~ Seek changes to the adverse weather 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. (D39-2011; PPAC, PPC-2014)

~ 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. (D3-2011; PPAC, PPC-2014; PPAC, PPC-2014)

~ Seek legislative approval to give full access to public workplaces without intimidation or limits or hindrances to SEANC information, personnel and volunteers. The voice and improvement for the service of state employees is connected to increased SEANC membership. Employee access to recruitment opportunities in the workplace has decreased. District membership chairpersons and other SEANC representatives (fully authorized by state agencies) should have the ability to conduct a minimum of bi-annual access and access to open areas, email and events to provide state employees with information. (D3-2011; PPAC, PPC-2014)

~ The SEANC Legislative Affairs staff shall work with members of the General Assembly to introduce and pass legislation that will ensure no state employee can be discriminated against due to their actual or perceived sexual orientation or gender identity. (D41-2011; PPAC, PPC-2014)

~ Any person(s) employed with Adult Community Supervision may reside outside of 30 miles of the county of employment not to exceed a mileage in which he or she is unable to perform their job duties. (D22, PPAC, PPC-2014)

~ Seek legislation or the reprogramming of the BEACON pay system to provide Holiday Pay equivalent to normally scheduled hours when an employee's regular schedule is in excess of 8 hours per day. (D68, PPC-2014)

Internal Objectives

~ SEANC is to appoint a working group for the sole purpose of developing comprehensive short and long term disability programs for all state employees. The deliverables of this working group would be drafted into proposed legislation to be introduced at the earliest opportunity. (PPC-2010; PPC-2013)

~ SEANC will appoint a working group to develop a feasibility study of the Organization's providers, resources and mediators who can assist SEANC members with workplace issues and non-workplace issues. (D3, PPC-2013)

External and Other Objectives

~ 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 G.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 employee's or retiree's association engages in collective bargaining. (D25-2001; PPAC, PPC-2004; PPAC-2007; PPAC, PPC-2010; PPC-2013)

~ Seek to have SEANC continue to protect dues deduction options from being deleted from the North Carolina State payroll. (D7, PPC-2013)