

# SEANC POLICY PLATFORM

## FOUNDATION STATEMENTS

### Compensation

- I. Consider salary increases prior to other appropriations.
- II. Provide equal pay increases for all classifications of state employees.
- III. Seek compliance with and enforcement of laws, policies, and regulations governing equitable pay.
- IV. Seek standard policies for reimbursement for state employees who use personal vehicles on the job.

### Health Care

- I. Expand the drug formulary for preferred prescription drugs.
- II. Re-establish a premium free healthcare benefit equivalent to the 2017-2021 80/20 PPO.
- III. Link hospital reimbursement rates to Medicare rates.
- IV. Reimburse members for bank fees arising from State Health Plan errors.
- V. Provide a Medicare Supplement Policy or PPO 80/20 option for Medicare retirees.
- VI. Limit PPO options out-of-pocket maximums to \$5000 annually per covered member.
- VII. Reduce generic co-pays to a maximum of \$10 per script.

### Job Security

- I. Oppose legislation that removes state employees from the protections of the State Human Resources Act.
- II. Oppose privatization and downsizing of state government services.
- III. Limit the distribution and/or publication of state employees' personal information.
- IV. Support legislation that enables public employee collective bargaining.
- V. Protect dues deduction rights from state payroll and pension systems.

### Retirement

- I. Support the continuation of a defined benefit retirement plan for current and future state retirees.
- II. Support continuation of the employer's contribution to the retirement system that at least matches the employees' contribution.
- III. Extend Bailey Act state income tax exemption to all state employees.
- IV. Oppose the transfer of any unfunded liability for retiree health insurance to the retirement system.

- V. Provide Social Security Disability Compensation as existed before the Faulkenbury decision.
- VI. Seek an increase in the accrual rate to 2.0 for all members of The Teachers and State Employees Retirement System.
- VII. Seek annual cost of living adjustment (COLA) for retired state employees.
- VIII. Apply return to work laws equitably to all members of The Teachers and State Employees Retirement System.

## FRAMEWORK OBJECTIVES

- I. Provide annual publication and notice to State Health Plan members of ratings on health insurance products offered by the State Health Plan (2014)
- II. Reward State Health Plan members for reporting billing errors and overcharges. (2014)
- III. Seek policy change for SHRA exempt employees (not covered by the State Human Resources 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. (2017)
- IV. 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 (2017)
- V. Support allowing Adult Community Supervision employees to reside outside of 30 miles of the county of employment. (2014)
- VI. 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. (2014)
- VII. All NCDPS certified staff/law enforcement should be identified as the same pay grade and given the same retirement benefits. (2015)
- VIII. Seek standardization of Voluntary Shared Leave Policy (2016)
- IX. Change the NCDPS disciplinary action time frame from 18 months to 12 months from the date of incident (2017)
- X. Seek to allow state employees to appeal a disciplinary written warning. (2017)

## CAPSTONE OBJECTIVES

- I. When a career state employee, covered by the State Human Resources Act (SHRA), is notified of his/her separation by reduction-in-force (RIF) would have priority 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. (2017)

- II. 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. (2007)
- III. Seek permanent status for temporary employees defined as those who are employed on a recurring basis, yet are terminated for 30, 31 or 32 days each year. (2009)
- IV. Seek to extend the period for RIF priority re-employment rights from 12 months to 24 months for state employees with 5 or more years of service. (2017)
- V. The SEANC Government Relations 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. (2011)