

# 2016 CONVENTION

## POLICY PLATFORM PRIORITY CHECKLIST FOR 2016 OBJECTIVES

District delegates shall rank their top ten objectives from those currently in the Platform and those approved by the State Policy Platform Committee. ONLY PICK A TOTAL OF TEN (1,2,3,4,5,6,7,8,9,10) FROM THE ENTIRE DOCUMENT.

### Legislative Program

#### Salary

- \_\_\_\_\_ a. Request that GA fully fund employee salary compensation prior to considering other appropriations.
- \_\_\_\_\_ b. SEANC will propose legislation to provide SHRA employees, teachers, EPA administration and faculty employees with equal pay raises.
- \_\_\_\_\_ c. 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.
- \_\_\_\_\_ d. 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 compensation offers; and further, petition the The Office of Human Resources to take corrective action when agencies are found to be non-compliant.

#### Personnel

- \_\_\_\_\_ a. Seek a change in vacation time currently earned in an hourly and minute format.
- \_\_\_\_\_ b. Seek change in policy for non-student temporary jobs (20 hours per week or greater) which remain temporary too long.
- \_\_\_\_\_ c. Seek agency policy change for better enforcement of OSHA guidelines.
- \_\_\_\_\_ d. Promotional priority consideration shall be given by all agencies to current state employees who have earned career status over those employees who have not yet earned career status.
- \_\_\_\_\_ e. 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.
- \_\_\_\_\_ f. Seek legislation and/or policy to permit the conversion of annual leave in excess of 240 hours to sick leave upon separation from the state at any time during the year.
- \_\_\_\_\_ g. Oppose legislation that would remove state employees from the protections of the State Human Resources Act.
- \_\_\_\_\_ h. SEANC will oppose privatization and downsizing of state government services.
- \_\_\_\_\_ i. SEANC will seek legislation to provide two or more additional vacation days per year than currently provided to state employees.
- \_\_\_\_\_ j. Seek a change in state agency policy that requires state employees to publish their home phone numbers and/or other personal information.
- \_\_\_\_\_ k. Seek policy change to increase vacation time to 20 hours per month at 25 years of service.
- \_\_\_\_\_ l. Seek a change for the SHRA exempt employees who earn compensatory time and are unable to use that time due to demanding work schedules.

- \_\_\_\_\_m. Seek policy change to ensure pay equity at state agencies and universities on all issues.
- \_\_\_\_\_n. Seek to modify G.S. 126-34.1 (a.1) to include reduction-in-force (RIF) as a grounds for appealing grievances to the Office of Administrative Hearings.
- \_\_\_\_\_o. Seek a policy to create permanent positions for temporary employees working beyond an eleven-month period.
- \_\_\_\_\_p. Petition the N.C. General Assembly to provide representation and/or advisors at no cost to the employee involved in a grievance.
- \_\_\_\_\_q. Seek legislation requiring recruitment and hiring systems within the Community College System be reviewed by the Office of Human Resources.
- \_\_\_\_\_r. 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.
- \_\_\_\_\_s. Seek legislation that will ensure that no state employee can be discriminated against due to their actual or perceived sexual orientation or gender identity.
- \_\_\_\_\_t. 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, driver's license, etc.
- \_\_\_\_\_u. Seek legislation or policy requiring a reprogramming of the BEACON pay system to provide Holiday pay equivalent to the normally scheduled hours when an employee's regular schedule is in excess of eight hours per day.

### **Health Care**

- \_\_\_\_\_a. Seek action by the State Health Plan Office and the Pharmacy and Therapeutics Committee to expand the drug formulary for preferred prescription drugs.
- \_\_\_\_\_b. 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.
- \_\_\_\_\_c. Seek to reestablish a fully paid individual health care benefit equivalent to the current PPO 80/20 in place as of June 30, 2013, for all active qualified and retired state employees.
- \_\_\_\_\_d. 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.
- \_\_\_\_\_e. Seek change to current chiropractic care to include total body coverage.
- \_\_\_\_\_f. Seek policy to provide annual publication and notice to the State Health Plan members of quality ratings on products offered through the State Health Plan.
- \_\_\_\_\_g. Seek a provision or study the option of a Medicare Supplement Policy or cash benefit for Medicare retirees with automatic adjustments for health care inflation.
- \_\_\_\_\_h. Support legislation providing limited health insurance coverage for Autism Spectrum Disorder.
- \_\_\_\_\_i. 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.

- \_\_\_\_j. Seek policy to establish a Member Self-Audit Rewards program to reimburse State Health Plan members for finding bill errors.
- \_\_\_\_k. Seek to provide a combined medical and pharmaceutical maximum out-of-pocket limit not to exceed \$5,000 annually per covered member for the PPO options.
- \_\_\_\_l. Seek policy change or legislation to link hospital reimbursement rates to a percentage of Medicare rates.
- \_\_\_\_m. Seek to strengthen State Health Plan ethics by seeking legislation or adopting policy requiring political disclosure by service providers.
- \_\_\_\_n. Seek policy to reimburse State Health Plan members for overdraft fees arising from enrollment/bank draft/payroll errors by the State Health Plan or its vendors.
- \_\_\_\_o. Seek policy or legislation to reduce generic copays in the State Health Plan to a maximum of \$10.
- \_\_\_\_p. Seek policy or legislation to correlate the State Health Plan Medicare Retiree enrollment with the Federal Medicare enrollment periods.
- \_\_\_\_q. 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.
- \_\_\_\_r. Seek to 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.

### **Retirement**

- \_\_\_\_a. SEANC supports continuation of a defined benefit retirement plan for current and future state retirees.
- \_\_\_\_b. Seek restoration of the employer's contribution to the Retirement System that will at least match the employee's contribution.
- \_\_\_\_c. Seek to provide the state income tax exemption provided through the Bailey Act to all retired state employees.
- \_\_\_\_d. Oppose the transfer of any unfunded liability for retiree health insurance to the Teachers' and State Employees' Retirement System.
- \_\_\_\_e. Consider Social Security Disability Income as it existed before the Faulkenberry decision.
- \_\_\_\_f. Seek an increase in the retirement accrual rate to 2.0 to provide employees with 60% of their final compensation upon retirement.
- \_\_\_\_g. Seek legislative change from the State Treasurer serving as the sole fiduciary of the retirement system.
- \_\_\_\_h. Seek statutory change allowing the purchase of two separate periods of withdrawn service to be purchased separately. Currently, both periods of withdrawn service would have to be purchased in one lump.
- \_\_\_\_i. Seek to study ways to include all employees who are certified by Criminal Standards and Training in the Law Enforcement Retirement structure.
- \_\_\_\_j. Seek cost of living adjustment (COLA) for retired state employees in the amount equal to active state employee pay increases.
- \_\_\_\_k. Seek legislation requiring an independent third party financial audit of the Teachers and State Employees Retirement System (TSRS).
- \_\_\_\_l. Seek to repeal return to work law for retirees with 30 or more years of service who come back to work for a state entity through a temporary agency or LLC.

## **Administrative Program**

### **Salary and Personnel Objectives**

- \_\_\_\_\_ a. Seek legislation allowing SEANC full access to public workplaces for the purposes of member recruitment without employee intimidation or enforced limits to SEANC information, personnel and volunteers.
- \_\_\_\_\_ b. 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.
- \_\_\_\_\_ c. Request an annual \$500 equipment/supply allowance for employees who furnish equipment/supplies needed, but not furnished by the state.
- \_\_\_\_\_ d. Seek an allocation for employee uniforms for those required to wear special clothing to meet sanitation or other agency/regulatory requirements.
- \_\_\_\_\_ e. Seek agency and university compliance with laws and regulations governing equitable pay for equal work.
- \_\_\_\_\_ f. Petition the Office of Human Resources to become more proactive in overseeing hiring practices within state agencies.
- \_\_\_\_\_ g. 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.
- \_\_\_\_\_ h. 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.
- \_\_\_\_\_ i. Seek legislation mandating state employees be allowed administrative leave time when doing official SEANC business.

### **External and Other Objectives**

- \_\_\_\_\_ a. 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 employees' or retirees' association engages in collective bargaining.
- \_\_\_\_\_ b. Seek to have SEANC continue to protect dues deduction options from being deleted from the North Carolina state payroll.

### **Internal Objectives**

- \_\_\_\_\_ a. SEANC 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)
- \_\_\_\_\_ b. SEANC appoint a working group to draft language changing fiduciary responsibility for the Retirement System from the State Treasurer to a committee.
- \_\_\_\_\_ c. SEANC will appoint a working group to develop a feasibility study of the organization's providers, resources and mediators who can assist SEANC members in regards to workplace and non-workplace issues.

## **New Objectives**

- \_\_\_\_\_ a.     Seek more consistent policy and expanded inter-agency exchange of Voluntary Shared Leave donations.
- \_\_\_\_\_ b.     Seek to have SEANC continue to fight for base pay raises for state employees in lieu of Bonuses or Bonus Leave.