



2018 Legislative Victories

SEANC Made History!

SEANC was the only organization invited to the negotiating table during state budget talks, and was able to make history — winning an increase in the minimum salary to \$31,200, or \$15 per hour, for all state employees covered by the State Human Resources Act. With this, North Carolina became the first state in the nation to implement a minimum salary of \$15 per hour for state employees.

Secured Pay Raises, Bonuses and Bonus Leave

The budget also:

- » Included a 2% pay raise for most other state employees.
- » Included five days of bonus leave.
- » Included a 1% bonus for retirees.
- » Maintained the defined benefit retirement plan.
- » Maintained longevity pay.
- » Maintained full funding for State Health Plan and retirement systems.

Recruitment, Retention and Safety Gains in Adult Corrections

- » A 4% pay raise for all adult corrections assigned to a prison.
- » \$15 million for safety upgrades.
- » Quarterly oversight of the department by the legislature.
- » Passed HB 969, making it a felony with a consecutive sentence for inmates exposing themselves to correctional personnel.
- » Doubled the line-of-duty death benefit for correctional personnel to \$100,000, retroactive to deaths in 2017.
- » Won differential pay for officers required to serve at a custody level higher than that to which they are assigned.



Other Victories

- » Secured SEANC access at all agencies and SEANC participation in new employee orientation.
- » EMPAC-endorsed State Treasurer Dale Folwell has cut more than \$300 million in fees from the retirement systems, making more money available for those in the system.
- » Ensured no premium increases for the State Health Plan for the next three years.
- » Protected SEANC's ability to deduct dues, insurance premiums and other payments from paychecks.
- » Folwell has also ordered Blue Cross Blue Shield of North Carolina to cut 15 percent from provider contracts, which could save the plan \$1 billion over three years, keeping health plan costs for members from rising.
- » SEANC is a leading organization in the multi-state One Voice initiative seeking to improve the lives and working conditions of correctional personnel all over the country.
- » Fought off attempt to decrease the income tax rate cap to 5.5%.