

SEANC POLICY PLATFORM

2025-2026

FOUNDATION STATEMENTS

Compensation

- I. Consider salary increases prior to other appropriations. (2017)
- II. Provide equal pay increases for all classifications of state employees. (2017)
- III. Seek compliance with and enforcement of laws, policies, and regulations governing equitable pay. (2016)
- IV. Seek standard policies for reimbursement for state employees who use personal vehicles on the job. (2017)

Health Care

- I. Expand the drug formulary for preferred prescription drugs. (2017)
- II. Re-establish a premium free healthcare benefit equivalent to the 2017-2021 80/20 PPO and restore retiree health insurance for employees hired on or after January 1, 2021. (2021)
- III. Link hospital reimbursement rates to Medicare rates. (2017)
- IV. Reimburse members for bank fees arising from State Health Plan errors. (2017)
- V. Provide a Medicare Supplement Policy or PPO 80/20 option for Medicare retirees. (2017)
- VI. Limit PPO options out-of-pocket maximums to \$5000 annually per covered member. (2017)
- VII. Reduce generic co-pays to a maximum of \$10 per script. (2017)

Job Security

- I. Oppose legislation that removes state employees from the protections of the State Human Resources Act. (2017)
- II. Oppose privatization and downsizing of state government services. (2017)
- III. Limit the distribution and/or publication of state employees' personal information. (2017)
- IV. Support legislation that enables public employee collective bargaining. (2016)
- V. Protect dues deduction rights from state payroll and pension systems. (2016)

Retirement

- I. Support the continuation of a defined benefit retirement plan for current and future state retirees. (2018)
- II. Support continuation of the employer's contribution to the retirement system that at least matches the employees' contribution. (2018)
- III. Extend Bailey Act state income tax exemption to all state employees. (2017)
- IV. Oppose the transfer of any unfunded liability for retiree health insurance to the retirement system. (2017)
- V. Provide Social Security Disability Compensation as existed before the Faulkenbury decision. (2017)
- VI. Seek an increase in the accrual rate to 2.0 for all members of The Teachers and State Employees Retirement System. (2016)
- VII. Seek annual cost of living adjustment (COLA) for retired state employees. (2016)
- VIII. Apply return to work laws equitably to all members of The Teachers and State Employees Retirement System. (2017)

FRAMEWORK OBJECTIVES

- I. Seek additional training and equitable treatment for NCDAC staff who fail annual firearms training before considering termination. (2026)
- II. Seek legislation to have the EAP (employees Assistance Program) be provided for 12 months after retirement or if an employee leaves state government. (2026)
- III. Seek legislation to continue to provide 8 hours Holiday pay and provide managerial leave equivalent to normal scheduled working hours when an employee's regular schedule is more than 8 hours per day. (2026)
- IV. Change the state employee disciplinary action time frame from 18 months to 6 months from the date of incident. (2026)
- V. Seek to have policy written for all state employees to be provided with appealing disciplinary written warning procedures. (2026)
- VI. Seek legislation to provide equality and enhancement of benefits for all state employees murdered, disabled, or injured by assault in performance of their job duties; and to extend those benefits to those targeted by terrorists, whether foreign or domestic, because of their public service, and whether on or off the job. (2027)
- VII. Seek an increase in the lump sum death benefit for state employees from current levels to a minimum of \$50,000 and not to exceed \$100,000. (2027)
- VIII. Seek policy that during an internal investigation any/all state employees shall not have additional allegations that were not related to the initial investigation. (2027)
- IX. Seek legislation to provide all NCDAC employees who have in-person contact with institutional and supervised offenders with 25-year full retirement benefits. (2027)

- X. Allow usage of pcard for hotel accommodations or full reimbursement when staff are mandated to work at a location away from the regular assigned duty station.
- XI. Seek legislation to develop and establish a comprehensive, structured, fair and funded pay plan for ALL state employees regardless of agency or job title. (2027)
- XII. Seek legislation to repeal confidentiality of provider contracts statutes with the State Health Plan, including pharmacy benefits management contracts. (2028)
- XIII. Seek an increase in on-call pay rate and emergency stand-by pay rate. (2028)
- XIV. All Chief Probation and Parole Officers employed by the state of North Carolina shall be provided with premium pay for all hours worked during evening shifts; the same as Probation Parole Officers. (2028)
- XV. Seek regulation or legislation to provide state employees who work overtime and exceed 160 hours per month the option of overtime pay or compensatory time. (2028)
- XVI. Seek legislation or regulations to ensure state employees will continue to accrue comp time or will be paid out in full after 366 days. (2028)
- XVII. Seek regulations for non-certified state employees who are assigned to a state vehicle in criminal justice agencies to carry authorized personal weapons for protection. Employees will provide appropriate documentation to their supervisor regarding the weapon make, model and all other pertinent information for approval. (2028)
- XVIII. Seek policy change that motor fleet vehicles and agency owned passenger vehicles (shared and individually assigned) are required to be operated at least 5 days per month. (2028)
- XIX. SEANC may assist in advocating for affordable housing for employees of the UNC System. (2028)

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. (2018)
- 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. (2019)
- 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. (2017)