WHAT HAS SEANC DONE FOR ME?

SEANC LEGISLATIVE VICTORIES!

2025

- Fought back legislation that would have allowed the State Treasurer to invest 10% of the pension fund in highly volatile cryptocurrencies
- Worked with OSHR to shepherd legislation through that will allow agencies to streamline the hiring process.
- Stopped legislation that would have allowed the Office of State Auditor to make all employees exempt from the State Human Resources Act, and efforts by other agencies to follow suit, ensuring workplace rights and protections.
- Hosted town hall meetings for members to get information directly from the executive administrator about changes to the State Health Plan.
- Fought off an effort to remove employees at the State Auditor's office from SHRA protections.
- Continued to engage state and national leaders over the outrageous cost of prescription medications, including GLP-1 drugs to treat weight loss.
- Protected longevity pay.

2024

- Engaged state and national leaders over the outrageous cost of prescription medications, including GLP-1 drugs to treat weight loss.
- Fought to maintain longevity pay.
- Secured full funding of the retirement system.
- Prevented State Health Plan premium increases for the seventh straight year.
- A 4% pay raise in 2023 and a 3% raise in 2024 for most state employees.
- Including non-certified school personnel and UNC employees.

2023

- A 4% pay raise in 2023 and a 3% raise in 2024 for most state employees. Including non-certified school personnel and UNC employees.
- A 4% one-time supplement for retirees in 2023.
- A 5.5% pay raise in 2023 for employees on a step-pay plan and an additional 3% in 2024.
- NCDPS Juvenile Justice Step Pay Plan implemented.
- Labor market reserves for agencies to use to address certain position salaries to bring them more in line with similar positions.
- Funding for State Health Plan and Retirement System.
- An average of 2% for bus drivers in addition to the 4% across the board in 2023.
- State employee personnel records still maintained as private.
- No increase in State Health Plan premiums for sixth year in a row.
- Extension of GLP-1 weight loss drugs through April 2024
- Longevity pay maintained.

2022

- Secured an additional 1% pay increase for most state employees resulting in a 3.5% total increase in 2022.
- Secured an additional 1% supplement for retirees resulting in a 4% bonus in 2022.
- Minimum wage increase for non-certified school employees to $15 per hour in 2022.
- Longevity pay maintained for active state employees.
- Protection of employee personnel records.
- State Health Plan was fully funded. No premium increase for the fifth consecutive year.
- Teachers and State Employees Retirement system fully funded. Employer contribution is now 17.38%.
- Opportunity for employees to use or cash in special bonus leave benefits that accrued.

2021
- Secured a 5% pay increase (2.5% in 21 and 2.5% in 22) and bonuses for most state employees.
- Secured a 5% supplement for retirees (2% in 21 and 3% in 22).
- Gained an experience-based step-pay plan for correctional officers and probation parole employees.

2020
- Served as employees' voice as the COVID-19 pandemic caused disruption throughout the world.
- Played an integral role in securing COVID-19 tests for all state employees.
- Fought and won hazard pay for employees on the front lines of the pandemic.

2019
- Released a report on prison safety that led to the creation of a legislative task force aimed at making our prisons safer for employees.
- Secured a 2.5% pay raise in each of the next two years and five days bonus leave for most state employees.
- Secured supplements of up to $7,500 for correctional personnel serving in prisons with high vacancy rates.

2018
- Successfully lobbied for $15 per hour minimum wage for most state employees. The first such minimum for state employees in the nation!
- Most other state employees received a 2% raise.
- Doubled the line-of-duty death benefit and secured a 4% raise for correctional officers.

2017
- Stopped mass privatization of DOT.
- Secured a commitment from State Treasurer Dale Folwell to hold State Health Plan premiums steady for four years.
- Procured a $1,000 pay increase and a 1% cost-of-living adjustment for retirees.

2016
- 1.5% increase + 0.5% compensation bonus.
- Saved the 80/20 option and spousal coverage under State Health Plan from cuts.
- Defeated a bill to implement a minimum retirement age for state employees.

2015
- $750 bonus for active state employees.
- Fought back and attack on SHRA protections.
- Stopped massive Department of Transportation position cuts.
- Maintained State Health Plan benefits for retirees.

2014
- $1,000 bonus for active state employees.
- Secured the first ever audit of the retirement system.
- Secured the return to five-year pension vesting from 10 years.
- Won autism treatment coverage in the State Health Plan.
- Maintained due process rights for employees covered by the SHRA.

2013
- Saved 3 prisons that were slated for closing.
- Saved the DHHS Oral Health Division services.
- Protected personnel files from being made public.
- Saved 400 prison maintenance jobs from privatization.
- Permanently secured three days of vacation at Christmas.
- Won 5 bonus leave days.

2012
- 1.2% across-the-board increase and five bonus days for active state employees.
- Stopped privatization of inmate health care services and N.C. Zoo employees.
- Successfully lobbied for the Whistle Blowers Protection Act.

PROTECTING THE RETIREMENT SYSTEM

SEANC is the state's leading advocate for a strong and healthy retirement system and has been at the forefront of several key battles this decade to make sure your money is safe. We conducted a forensic audit in 2014 to prove that hundreds of millions of dollars were going to Wall Street money managers, and we helped elect a State Treasurer in 2016 to end this practice. We fight each year to stop attempts to kill the defined benefit pension system, and make sure it is fully funded each year by the legislature.

PREVENTING PRIVATIZATION

Almost every year, regardless of what party is in charge, we see attempts to sell off functions of state government to the highest bidder. SEANC is your only voice fighting to stop privatization and outsourcing of your job. In the last decade, we've thwarted attempts to privatize prison maintenance and health care, the state's information technology services, the state ferry system and even the N.C. Zoo, to name a few.

MAINTAINING AND INCREASING YOUR PAY

Pay raises for state employees and retirees are always at the top of the list of our legislative priorities. We work tirelessly with legislators during the state budget process to ensure the sacrifices that state employees and retirees make are properly recognized. Along with raises, longevity pay is an important tool to honor that dedication and retain a strong workforce. Teachers lost their longevity pay in this decade, but SEANC has been able to protect it for state employees.

STREGTHENING THE STATE HEALTH PLAN

Health care is one of the largest expenditures most working families make each year. SEANC is the only organization watching over the State Health Plan and fought successfully to move it to governance by an independent board. We also ensure that it is fully funded each year. Currently, we are fighting to implement the Clear Pricing Project to bring transparency and cost savings to the plan for state employees, retirees and taxpayers. A SEANC Member currently serves on this Board!

SEANC POLICY PLATFORM

2026-2027

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 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)
II. 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)
III. 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)
IV. Seek legislation to provide all NCDAC employees who have in-person contact with institutional and supervised offenders with 25-year full retirement benefits. (2027)
V. 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.
VI. 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)
VII. Seek legislation to repeal confidentiality of provider contracts statutes with the State Health Plan, including pharmacy benefits management contracts. (2028)
VIII. Seek an increase in on-call pay rate and emergency stand-by pay rate. (2028)
IX. 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)
X. 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)

XI. 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)

XII. 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)

XIII. 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)

XIV. SEANC may assist in advocating for affordable housing for employees of the UNC System. (2028)

XV. State agencies accumulate lapsed salary funds when jobs go unfilled. These funds are tracked and should be used to reallocate funds towards employee retention and provide incentive bonuses for critical and hard to fill positions. (2029)

XVI. Provide a tuition assistance program for all state employees wishing to further their education.

XVII. Provide the matching 5% 401(k) benefit to all Probation Parole law enforcement certified staff. This includes all positions within DAC Probation Parole that hold the required certification including supervisory and management that are certified. (2029)

XVIII. State agencies within areas where the cost of living is much greater than the median cost of living statewide shall be considered for site differential pay of between 5-10% for those employees working within these agencies. (2029)

XIX. Agencies must provide adequate parking and/or reimbursement when employees must pay the cost of parking. (2029)

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)